



CONNECT

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UNI global
union
europa

Uni Europa Inaugural Award for
Respect At Work Campaign





CONNECT

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Editorial

Knee-jerk reaction by Irish Government to Trump Tariffs, is to trump it with Tariffs on Irish Workers!

Colleagues,

The CWU held a very successful Seminar at the Royal Marine Hotel, Dun Laoghaire. The well attended gathering proved a more informal and relaxed environment than the policy making forum of Biennial Conference. The flexibility with the agenda enabled the union to review organisation changes, update on progress on the industrial relations front and to focus on the key challenges facing workers and the trade union movement.

On this note, the importance of Collective Bargaining, the need to protect worker representatives, and the challenge to the Adequate Minimum Wage Directive were outlined by Owen Riedy, General Secretary Irish Congress of Trade Unions in his comprehensive address.

In the past three years CWU has undertaken an organisational reboot, the key pillar being organising in the communications private sector, predominately to break new ground in the Tech Sector. The growth strategy is a positive response to reduced membership in the traditional communications area, where technology has impacted on jobs, most significantly in the Telecoms area. Having successfully implemented restructuring across the organisation, we have invested financially in our future, recruiting two Organisers and a Digital Organiser. The strategy is taking shape with real progress on a number of fronts, the details of which are outlined in this edition of Connect magazine. In tandem we have also done great work, advancing and developing our communications strategy and presence on social media platforms.

Working hard with other unions SIPTU, FSU and Mandate on the *Respect at Work Campaign*. Deputy General Secretary Ian McArdle is leading the CWU charge to highlight the requirement for legislative changes to outlaw union busting and to improve the right and protection of workers to organise and be represented by a Union. I was chuffed that UNI Europa recognised the achievement and success of this campaign, by presenting the inaugural *Forward Through Collective Bargaining* award to the four unions at the Conference in Belfast. The campaign's success is grounded in the work of our activists, which is greatly appreciated. The

reality though is the trade union movement must do more in the fight to protect workers rights, which are under threat across the globe, for all workers, not just those not represented by unions.

The *Tariff announcements* by the USA administration has brought about economic uncertainty with the long-term impact being unclear. The strategy to make America more competitive externally, has resulted in economic turmoil leading to sizable investment losses followed by partial recovery, together with a weakened dollar. While this is the initial impact, at the time of writing we “enjoy” the 90-day holiday from full implementation of the threatened tariffs. However, history has demonstrated both business and markets recover and rebuild in the interest of corporate greed over the interests of the workers that deliver the productivity. Project 25, the wish list of right-wing policies for the Trump administration, is the vehicle designed to make the rich, richer and more powerful. It is anti-worker, with the intention to eliminate job protections and promotes, inequality aiming to end diversity and inclusion.

In the main Governments, including our own, did not overreact to the various tariff announcements, expressing caution, the need for discussion and engagement, and above all that there should be **No** knee-jerk reactions! All very sensible I know you will agree, except our Government, took the opportunity to act in the traditional manner by their impulsive knee-jerk reaction, impacting hard on predominantly low paid workers. Predictably, this pro-business Government took the opportunity to give another kicking to workers.

In the first instance they responded with undue haste, rejecting ICTU's call for supports for workers, where businesses may come under threat. They followed up on this by rolling back on previously postponed pension and sick leave changes and throwing a hand grenade into the Low Pay Commission.

The plan to extend paid sick leave to ten days was revoked by the government. The entitlement was expected to rise to seven days in January, but this has not happened due to an ongoing review. It is also due to rise to 10 days from next year. This means workers are forced to make a choice between going to work when they are sick or struggling financially. The four-year rollout of 10 days' sick pay by January 2026 was intended to bring basic workers' rights in line with long-established rights across Europe, the UK and up the road in Northern Ireland and was seen as an essential entitlement arising from the lessons learned during COVID. What was seen as essential during a crisis is expendable now.

The CWU made a detailed submission to the Department of Enterprise, Trade and Employment on

the consultation for the promotion of Collective Bargaining. The obligation on Government is to draft an action plan to promote collective bargaining and, in our submission, we called for better protection for workplace representatives and to ensure workers' right to access a trade union at work. Thereby honouring the pledge supported by a majority of TDs in Dáil Éireann, including the current Minister for Enterprise, Tourism and Employment, Peter Burke TD and the programme for government.

As a union committed to organising workers, the CWU recognises that the current legislative framework is not adequate for the promotion of collective bargaining in Ireland. We have first-hand experience of organising and representing workers across a range of industries and sectors and sadly witnessed unacceptable exploitation of workers and union-busting tactics of their employers. Furthermore, the current legislative framework places a burden on the state to provide structures in areas such as social welfare supports, statutory sick pay and pensions.

Public procurement, grant funding and all other state-sponsored employment initiatives, government contracts should require employers to respect and engage in collective bargaining. This approach ensures that public money supports fair work practices and inclusive economic growth. In order to vindicate the spirit of promoting collective bargaining, state-funded and state-supported jobs must set the standard by embedding collective bargaining requirements.

The evidence that union members tend to earn more and have better conditions than non-union workers under-scores the tangible benefits of trade union representation. Unionised workplaces deliver more equitable outcomes for workers, particularly in low- and middle-income sectors.

The CWU opposes the right-wing agenda, regrettably supported by a majority of American citizens who have voted for Trump and which remains a growing concern across Europe. It is not a society we subscribe to in this country and one which we have not voted for. We must therefore oppose by every means possible efforts by our government, under cloak of an economic downturn, to row back on election commitments to workers.



Seán McDonagh
General Secretary, CWU

The Billionaire Coup Playbook

*Arrogant 21st century billionaires, most of them unelected, are taking control of our governments, economies, and our lives. What these billionaires think and say: "Most people are weak and dumb. We are the smartest and the strongest, and we should make all the big decisions. Our goal is simple: **get richer, seize power, and never be held accountable to those who are less than us.** Democracy, laws, and workers' rights are obstacles—we need to bend or break them to get what we want. We don't need to unite, we need to divide. Our playbook works everywhere":*



1. **Grow far-right political movements** – Fund and support extremist parties that stir fear, divide workers against each other, and keep them distracted while we rake in profits.
2. **Privatise everything** – Public services belong in our hands, not the government's. The more privatisation and deregulation, the more we profit.
3. **Slash social spending**, increase corporate welfare – Cut welfare, healthcare, and aid for the poor while giving our companies bigger subsidies and tax breaks. We win, they lose.
4. **Control entire industries** – Monopolies are key. Buy up competitors. Own the media. Own communications like satellites. Own artificial intelligence and technology. Silence the opposition. The fewer choices people have, the less they know, and the more power we hold now and in the future.
5. **Data is power – control it** – Use digital platforms to grab as much personal data as people will give you for free. Once you have your hands in governments, get access to the rest of the populations' personal data. Use it to flood them with bad information, shape their thoughts, predict their moves, and direct their lives.
6. **Divide the working class** – Keep workers fighting each other. Make women, migrants, and minorities the enemy. A divided workforce is easier to manage.
7. **Fake anti-elite messaging** – Pretend to be "anti-establishment" while quietly expanding our wealth and power. Keep the focus off us and onto powerless scapegoats.
8. **Create chaos, control the story** – Use shock tactics. Make outlandish statements. Push extreme policies. The more unpredictable we seem, the harder it is to organise against us.
9. **Silence the press** – Journalists who expose our corruption must be discredited, intimidated, or eliminated. Control the media, control our truth.
10. **Crush activists and unions** – Social movements and trade unions threaten our power. They defend values which are not ours. Brand them as dangerous, infiltrate them, break them apart.
11. **Push for war** – Wars create profit and open up access to resources. Stir up conflicts, target countries with resources we want, and keep people afraid. War justifies more power in our hands.
12. **Ignore the rules** – Laws, elections, courts—none of it matters if we refuse to play by the rules. If democracy threatens us, we make sure it never stands in our way.
13. **Make it all sound necessary**— Wrap it all in the language of 'security,' 'crisis,' 'economic growth,' or 'saving the country' – and they'll thank us for taking their freedoms away.

THE TRUMP-MUSK MODEL: A BILLIONAIRE COUP AGAINST DEMOCRACY

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We are working harder than ever and yet have less to show for it. Our days are busier and instead of helping, technology only makes it worse. Everyone feels left behind, like democracy isn't delivering for working people. But why?

While far-right politicians like Donald Trump, Javier Milei, Narendra Modi, Giorgia Meloni, Jair Bolsonaro, or Recep Tayyip Erdogan are making matters worse, they are not acting alone. Sitting behind them and whispering in their ears are unelected billionaires like Elon Musk and Jeff Bezos in the US, Vincent Bolloré and Bernard Arnault in France, Mukesh Ambani and Gautam Adani in India, Eduardo Eurnekian in Argentina—the list goes on. Just 0.0001% of the world's population control much of our economies. They are making the big decisions, and they don't care what happens to us in the process.

**THEY HAVE ONE GOAL:
TO MAKE THEMSELVES
EVEN RICHER – AT OUR
EXPENSE. THEY WANT:**

1. No taxes for them, but more taxes for us.
2. No regulations for their companies, but more regulation of our lives.
3. Elite private schools for their children, but underfunded schools for ours.
4. Luxury services for them, but gutted public services for us.
5. World-class healthcare and comfortable retirements for them, but no safety net for us.
6. Multi-million-dollar bonuses for them, but poverty wages for workers.
7. Climate lies and luxury space travel for them, but deadly climate change for us.
8. Total personal freedom for them, but no equality for women and the most exploited.
9. Private security and safe havens for them, but "brute force" and threats of war for us.
10. A world without borders for their businesses, but a world of prisons and walls for migrants.



THE BILLIONAIRE CLASS WILL CHEAT, LIE, STEAL, EVEN DISGUISE THEMSELVES TO GET THE WORLD THEY WANT. THEY ARE FINANCING A COUP AGAINST DEMOCRACY USING A SIMILAR PLAYBOOK AROUND THE WORLD TO GRAB ON TO MORE POWER. THEY WANT US TO BELIEVE THAT THIS IS THE ONLY WAY THE WORLD CAN BE. BUT IT'S NOT.

A VISION FOR A BETTER WORLD:

1. Fair taxation – where the richest pay the most, and workers aren't left to carry the burden.
2. Regulations that keep us safe at work; safe from toxic chemicals in our air, food, and water; from bank failures and financial scams; from discrimination by bad bosses and corrupt governments.
3. Quality education that equips us – not a privilege for the few.
4. Quality, affordable public services that keep the lights on, the water clean, affordable transport running, the garbage picked up and our communities thriving.
5. Universal social protection, including affordable and quality healthcare and a good retirement for everyone – so no one has to choose between seeing a doctor or paying rent.
6. Living wages – so one job is enough to live with dignity, not just survive.
7. Good, sustainable jobs – so we can build and produce what our communities need without destroying the planet.
8. Personal freedoms and equality for all – so we can be who we are in all of our diversity without fear that we will be punished for it.
9. Real safety guaranteed by peace and solidarity – not billionaire-fuelled hate, division, and endless wars.
10. The freedom to move, work, and build a life – without exploitation from bosses or criminalisation by governments.

**WORKERS AND THEIR UNIONS SAY
YES, THERE IS AN ALTERNATIVE!**

**A REAL DEMOCRACY - WHERE WORKING
PEOPLE, NOT BILLIONAIRES,
DECIDE FOR THEMSELVES.**

HISTORY HAS SHOWN US ONE THING: WHEN WORKERS UNITE, WE WIN.

WE START BY KNOWING WHO WE ARE FIGHTING AGAINST.

WHO IS BEHIND THE BILLIONAIRE COUP IN YOUR COUNTRY? WHO IS YOUR TRUMP? WHO IS THE MUSK IN YOUR COUNTRY? TELL US. NAME THEM. EXPOSE THEIR PLAN. THEN ORGANISE TO STOP THEM.

**GET ORGANISED. JOIN
A UNION. TAKE BACK
DEMOCRACY.**



Women trade unionists make their voices heard at UNI Europa's 7th Women's Conference in Belfast

On 24 March 2025, women trade unionists from across Europe gathered in Belfast for the 7th UNI Europa Women's Conference. Over 250 delegates, observers and guests met from across 74 different unions under the theme "Collective Women's Voices, Common Future".

The conference focused on gender equality in the workplace, pay transparency, occupational health and safety, and the ongoing fight against violence and harassment at work.

The conference opened with Carol Scheffer, CWU and President of UNI Europa Women's Committee, who set the tone for the day with a rallying call to action: *"Employers beware. There is an army of trade union women primed to break down barriers and build a future where gender equality in the workplace is a reality, not a dream."*

Our President emphasised the need to organise more women into unions, particularly young workers, to ensure fair representation and to develop the leaders of tomorrow. She paid homage to the struggles of Irish women throughout history and how their resilience has laid the groundwork for today's fight for workplace equality.

In her address, Christy Hoffman, General Secretary of UNI Global Union, warned of the growing global backlash against diversity and equality initiatives. She pointed to major multinational corporations rolling back diversity efforts and the threat posed by political shifts in the US and Europe.

"Milei and Trump are both part of a worldwide backlash against women's equality," Hoffman stated, emphasising that European trade unions must remain vigilant against regressive policies that threaten the

progress made in gender equality.

Oliver Roethig, Regional Secretary of UNI Europa, highlighted the hard-fought victories for equal pay, including the EU Pay Transparency Directive, which has already begun to reduce the gender pay gap.

"The transparency rules in place have reduced the gender pay gap from €2.76 per hour to €2.49 – this means an additional €4,100 per year for many women. But right-wing forces are pushing back. If they succeed in limiting pay transparency to companies with over 250 employees, millions of women will be excluded from progress."

The importance of ensuring that women's voices are heard in collective bargaining was reinforced by multiple speakers, who stressed that negotiating in the dark, without transparency, only reinforces existing inequalities.

Violence and harassment in the workplace were central themes of the conference and delegates reiterated the urgency of implementing ILO Convention 190, which recognises workplace violence as a human rights violation.

The stark reality of gender-based violence was underscored by Susan Fitzgerald, Regional Secretary of UNITE the Union, who reminded attendees of the tragic statistic that 58 women have been murdered in Ireland in the last five years, making Northern Ireland's femicide rate the second highest in Europe.

Another key issue discussed was occupational health and safety from a gender perspective whereby there was a call for gender-sensitive risk assessments in the workplace, addressing physical and psychosocial risks that disproportionately affect women.

Veronica Fernández Méndez, Head of Equal Opportunities Department at UNI Global Union, highlighted UNI's 3M campaign – Menstruation, Maternity, and Menopause – as a crucial step in recognising the unique challenges women face at different stages of their lives and ensuring workplaces are adapted to their needs.

Carol Scheffer, CWU Unanimously Re-elected as President of UNI Europa Women's Committee



Carol addresses the Conference.

As the conference ended, a resounding message of unity and determination echoed throughout the room. Carol Scheffer, who was re-elected in her role as President of UNI Europa Women's Committee, wrapped up the day by reaffirming the commitment of UNI Europa Women

to keep fighting for a just and equal future: *"Sisters, stand strong. Stand proud. Stand together for collective women's voices, and together we will succeed."*

The conference concluded with the adoption of strategic priorities for 2025-2029, ensuring that the fight for gender equality remains at the forefront of UNI Europa's agenda.



UNI Europa Women's Committee.

RTE

by Brian O'Donovan
RTÉ online

CWU accuses X of being anti-worker and anti-union

The Communications Workers' Union (CWU) announced its decision to formally close its account with X, formerly Twitter, accusing the platform of being anti-worker, anti-union, and anti-democratic.

At its Biennial Seminar, the CWU said that as a Union representing workers in the communications and tech sectors, it is essential that it disengages from a platform that now functions as what it described as a broadcaster for misinformation and propaganda.

The Union also expressed concerns about X's lack



of effective content moderation, recent changes to its terms of service, and the rise in hate speech and toxic rhetoric on the platform.

Moving forward, the CWU said it will continue to engage with members and the wider public through channels including BlueSky, LinkedIn, Facebook, Instagram and TikTok.

"Our departure from X is a deliberate step in support of a communications strategy that reflects our Union's core values and ethos," said CWU National Officer Carol Scheffer.

CWU Develops its Communications Strategy

The CWU has invested a significant amount of time developing its communications strategy in the last two years. With the recruitment of our new Digital Organiser, Siobhan Kenny who works directly with National Officer Carol Scheffer we have seen a lot of progress with engaging with members.

Siobhan has played a key role in developing our union branding across our social media platforms with some samples as follows:



We continuously do an analysis of the take up of our social media platforms. Most recently we presented the following statistics at the CWU Seminar

Our number of followers across social media platforms has grown considerably. This reflects strong engagement and shows the power of short-form content in reaching wider audiences. We are aware that there is a strong potential for continued momentum here.

LinkedIn for example saw the most substantial growth,

underlining LinkedIn's value for digital organising and outreach, helping us connect with professionals and potential members in meaningful ways.

That said the one platform that saw a decline was X (formerly Twitter). The Union has been concerned for some time about the toxic rhetoric on the platform and accordingly decided to take a progressive stance.

CWU Cuts Ties with X over Platform's Anti-Worker Stance

At the CWU Seminar, our Union announced its decision to formally close its account with X (formerly **Twitter**), effective immediately.

Explaining the move, Carol Scheffer stated:

"Our departure from X is a deliberate step in support of a communications strategy that reflects our union's core values and ethos. As far as the CWU is concerned, X has become anti-worker, anti-union, and anti-democratic. As the leading union representing workers in the communications and tech sectors, it is essential that we disengage from a platform that now functions as a broadcaster for misinformation and Elon Musk's right-wing propaganda. Our members deserve better. What was once celebrated as a digital town square for the exchange of ideas and informed debate has descended into a hive of racism, and falsehood that is served by bots and algorithms that celebrate anger and animosity."

The decision underscores the CWU's commitment to worker-focused communications and to fostering a social media environment that uphold transparency, fairness, and free speech. The union also cited significant concerns about X's lack of effective content moderation, recent changes to its terms of service, and the rise in hate speech on the platform as reasons for the decision.

CWU Develops its Presence on BlueSky

We have decided to replace X with **BlueSky** which as a platform gives users full control over their data, as it's owned by user rather than a single corporation like X. Its structure minimises censorship while promoting transparent posting.

We're looking forward to using it to share updates and grow our union voices.

Moving forward, the CWU will continue to engage with members and the wider public through channels that better reflect its values, including **BlueSky**, **LinkedIn**, **Facebook**, **Instagram**, and **TikTok**.

Find Us on BlueSky





CWU DIGITAL+TECHWORKER ALLIANCE

The CWU stands up for Covalen Workers

Who protects the internet and keeps your social media platforms safe for you and your family?

It's content moderation workers – the people who, day in and day out, filter out the worst forms of violence and abuse that might otherwise reach your phones and computers. They train AI programmes so that these systems don't return answers that support violent or abusive acts, or generate content along those lines.

When it comes to Facebook, Instagram, and WhatsApp – social media tools owned by the tech multinational Meta – this work in Ireland is carried out by workers who have joined DATA-CWU and begun to build their own union in a company called Covalen. These union members are the guardians of the internet as you experience it through these Meta applications.

The workforce is extremely diverse, coming from a wide range of backgrounds, ages, races, nationalities, genders, and sexualities – with most workers not originally from Ireland. Many are on work visas, and the vast majority spend most of their salaries on Dublin rents. CWU Organisers John Bohan and Shane Murphy have been supporting members in Covalen to build the power they need to improve conditions in their workplace and win the respect they deserve. Membership is increasing at quick and consistent pace as workers come together to stand up for what's right.

"How can I say without blowing into the details? Probably some of you already watch the Dexter series on Netflix, or the Jeffrey Dahmer documentary. Yeah, so if you saw that documentary, you know our job. We are exposed to this kind of content – but 100 times more disturbing." – DATA-CWU Covalen Rep, Seminar 2025

Covalen is a subsidiary of the Irish company CPL, which provides temporary and permanent staff to the technology, accounting and finance, sales, engineering, light industrial, healthcare, pharmaceutical, and office admin sectors. It employs over 13,000 people across around 45 offices worldwide. CPL was acquired by the Japanese company "Outsourcing" in 2020 – an all-cash deal worth €318 million, netting then-CEO and Longford native Anne Heraty and her family €110 million.

Outsourcing made €23.9 million in profits in 2023, financial documents show. For context, their current client Meta made €1.305 billion through its Irish arm in the same year. Covalen itself employs around 2,000 people in Sandyford working on the Meta project – with almost all staff working five days a week in the office.

"When I complained to the [Senior Manager], I told them, listen, you need to tell all your operational managers and your TLs to treat all of us representatives like kings and queens. And the [Senior Manager] was like, how so? And I said, because your money comes from us. The client is paying the headcount for the representatives, not for the management, so your money is paid by the company – and company money comes from us." – DATA-CWU Covalen Rep, Seminar 2025

As CWU delegates heard at our annual seminar in Dún Laoghaire, workers in Covalen are a far cry from the well-paid technology workers we often associate with the sector. Your fellow members aren't earning six-figure salaries, nor do they relax on bean bags in the break room while eating gourmet food. Instead, they earn below the average industrial wage, repeatedly have their bonuses denied based on excessive time management metrics and code use, and face a toxic culture of bullying, harassment, and a complete lack of communication from management.

While Meta and Covalen rake in millions and even billions in profit, your fellow members make a pittance while dealing with constant disrespect, continual changes to working conditions, and the steady erosion of their limited benefits. As a Union, we were moved by the bravery of our two representatives who took time off work – despite concerns about job safety – to attend the seminar and share their experiences in organising for a better workplace.

This isn't just a story of horrific conditions; it's a story of workers standing up, through their union, and fighting together for something better.

Beginning with two angry members determined



to improve their workplace in January this year, membership has sky-rocketed in just a few months. Through a combination of one-to-one conversations, phone calls, and in-person meetings, members and CWU organisers increased Union membership to over 30 people, just from the initial stages – these numbers continue to rise rapidly.

At seminar, our Covalen representatives spoke of their struggles: the lack of a pay structure, no pay rises, overbearing micromanagement through the use of codes, and how the company has reduced their “wellness time” – time meant to help workers cope with the traumatic content they deal with, including sexual violence and child abuse.

One representative shared how she and her colleagues were already organising and standing up to management before she ever spoke to a CWU organiser on LinkedIn. After one particularly awful meeting with management:

“We were like, no – I’m not taking that anymore. And then we submitted a collective letter. We formed a group on our internal work chat system. We had about 180 people and we signed the letter. Then I submitted the letter to higher management. That day I was like, ‘Oh, now I need more protection.’ And then I joined the Union.” – DATA-CWU Covalen Rep, Seminar 2025

Through this action, they won collective meetings with management, who began making small concessions – but no meaningful changes. The need for a strong union was clear.

As frustration grew, workers were told their food benefits were being cut. The company would no longer provide breakfasts, lunches, or dinners – and even basic tea and coffee provisions were withdrawn. For workers hired with the promise of remote working, this cut removed one of the few cost-of-living supports available to them on already inadequate wages.

In response, Union membership more than doubled. Members, with support from John and Shane, developed and distributed a staff survey on the impact of the cuts, gathering over 700 responses. They wrote a letter to management, citing the results and widespread anger. This forced management to backtrack partially, reinstating one meal per day.

However, the quality of the meals was exceedingly poor. Allergies weren’t accounted for, rice was undercooked, and several workers reported falling ill. So members kept organising.

After a series of weekend meetings hosted by CWU organisers, members created a campaign plan, elected their own committee, and began mapping the workforce. They surveyed over 150 workers to reinforce that food and low wages were the most pressing issues.

In mid-May, members released an open letter

demanding either the return of good-quality meals or a €16 daily food allowance. The letter also called for the election of a Worker Safety Representative, as set out in the Safety, Health and Welfare at Work Act 2005. Staff were invited to sign the letter both to support the demands and to elect a Union colleague to the Safety Representative role.

Setting a target of 250 signatures, members surpassed this in just two days. By day three, the letter had over 270 signatures, rising to more than 400 by the end of day four. The election of a Safety Representative will finally provide a formal channel for raising health and safety concerns – from physical conditions in the office to food safety and mental health risks – and allow meaningful consultation as the Union continues to build its strength.

“I would say, because I’m a foreigner from Brazil, and the majority of people that work for Covalen are foreigners, we don’t really know our rights here. But with the Union, we can have the right support and know our rights.” – DATA-CWU Covalen Rep, Seminar 2025

CWU organisers John Bohan and Shane Murphy will continue to support these members as they grow their campaign in Covalen. As your Deputy General Secretary, Ian McArdle, said at the seminar: *“Power concedes nothing without a struggle.”*

We echo the words of our President, Frank Donohue, who closed the Covalen discussion panel with a rousing call to support these members in their fight for the respect, conditions, and union rights many of us already enjoy.

We still hear the echo of the standing ovation our Covalen representatives received. To any Covalen worker reading this: **you have the full support of the CWU as you continue building the workplace union you need – one that can deliver the change you and your colleagues deserve.**





Review of An Post Retirement Policy

In the last issue of Connect we outlined the outcome of a review of the Company Retirement Policy which the Company circulated in mid-April.

A key concern for the Union in reviewing the policy was to ensure that employees had a positive experience when retiring. In that regard it is worth emphasizing the supports that are available to members when retiring.

In particular the pre-retirement course is worth attending for anyone who is either close to retirement or planning to retire in the next few years. The course covers a wide range of topics including subjects such as managing finances, social welfare entitlements, healthy lifestyle and planning your future. The Union receives very positive feedback from members who attended previous courses, and we would encourage any member contemplating retirement to attend. Anyone wishing to do so can apply through their manager or contact learning@anpost.ie

Both CWU and An Post recognise that the decision to retire is an important step for any employee. In that regard we encourage members to engage with the Company to ensure the retirement process is as positive as possible. We have agreed with the Company that a member of HR should make contact with any employee 12 months before their normal retirement age or ahead of the minimum retirement age at which they can retire. The purpose of this meeting is to hear any concerns the member may have and address them in advance of any planned retirement.

The policy also sets out how members may extend their retirement age beyond the maximum retirement age of 66.

In recent times we have heard of members who have had bad experiences with retirement. This includes not getting details of their pension, lump sum or date for pension payment prior to their retirement. This is not acceptable, and this information should be provided in advance. While we cannot do anything for those who have already retired, we can ensure that going forward we address concerns members may have thereby ensuring that the experience is positive. In that regard we would be interested in hearing from anyone who had a bad experience when they retired. They can contact head office at the following email address info@cwu.ie or write to head office.

SunSmart Policy

Skin Cancer is the most common cancer in Ireland with almost 13,000 cases diagnosed annually with the number rising rapidly. Outdoor workers are exposed to 2-3 times higher amounts of UV from the sun than

people who work indoors. This puts outdoor workers at a higher risk of developing skin cancer.

However, skin cancer is preventable by protecting skin from UV rays. Research demonstrates that outdoor workers are more likely to comply with sun safety measures if they feel that their employers and colleagues support it.

Following discussion with the Company we have now completed a SunSmart Policy which will be launched shortly. The purpose of the policy is to continue to raise awareness of the dangers of exposure to UV and to provide protective measures which will reduce the risk.

The company has committed to encouraging safe outdoor work practices and developing early warning systems to highlight to staff when UV levels reach or could potentially reach 3 and above and where protection measures are recommended.

Set out below are some of the Practicable Protective measures agreed:

- Checking and communicating the UV levels forecasted on working days ahead of taking action on protective measures
- Employees ensuring that clothing covers skin, long sleeves, collared shirts etc.
- Management ensuring that uniforms they provide are UV rated.
 - An Post issue Polyester blend clothing offers a high level of UV protection when used to cover skin from direct UV exposure
- Provision and use of UV A + B rated Sunscreen at factor 50 level from May to September when UV exposure is typically at its highest.
- Provision and use of lip balm at SPF30+

We have also agreed to trial the use of sun hats shading face, head, neck and ears that are UV rated and close-fitting wraparound style sunglasses with a 100% UVA and UVB protection. These will be trialled in Arklow DSU. It is important in implementing the policy that Managers are encouraged to act as positive role models and advocate for the SunSmart 5 steps process.

As part of the policy, we have agreed to develop a plan annually ahead of the summer months and issue communications to staff. We would encourage all members to heed the warnings and protect themselves as much as possible from harmful UV rays.

Contracts and Appointments

In the last issue of Connect we highlighted issues of concern in relation to how the Company manages appointments in addition to concerns about the manner in which they issue contracts

Discussions have continued with the Company and in order to regularise contracts the Company has committed to the following:



- Complete an evaluation of all the clerical positions in Dublin. Meet with the Union to share the data and regularise the contracts of employees while also planning for surplus staff from proposed Office conversions
- To redouble their efforts in relation to banded hours and appointments in general
- To examine all offices in Commerce with a view to rectifying a minimum of five provincial offices every 2 weeks until all offices are completed. The Company as part of this will engage with the Union to update on progress any issues

This process has commenced and the first five offices to be reviewed are:

- Ballina
- Ballinasloe
- Claremorris
- Donegal
- Galway

The CWU Regional Officers will be in touch with each Branch Secretary in advance of any review.

We are strongly of the view that the current arrangements are not fit for purpose and that the Company should change its strategy and revert to permanent contracts with employees subject to probation. Fixed term or specific purpose contracts should only be issued for genuine temporary reasons. Management have no difficulty applying this novel idea to themselves

Overpayments Policy and Deductions from pay

The Union agreed an overpayments policy in 2013 to address issues relating to alleged overpayments to staff. In recent times we have received complaints from members in relation to deductions made from wages without the member concerned being notified in advance of the deduction starting. This has included complaints from members retiring that their final wages is reduced as deductions are made such as alleged overtaking of annual leave. In that regard we thought it would be beneficial to restate the main provisions of the policy in addition to highlighting the relevant legislation.

The main points from the policy are:

1. Any deduction made in respect of recovering an overpayment will be fair and reasonable.
2. Once an overpayment has been discovered it will be investigated to determine the cause of such an overpayment so that the necessary steps can be taken to prevent a repetition of the error.
3. Management will meet with the employee to inform them of the overpayment.

4. The employee will also be advised as to how the Company proposes to recover the overpayment, e.g. in one lump sum, through a number of payroll deductions over a defined period, etc.
5. The recovery arrangement will be set out in an agreement which will be signed by the manager and the employee. Agreement to recovery arrangements will not be unreasonably withheld.
6. When recovering overpayments the Company will take into consideration:
 - The total amount overpaid;
 - The time period from when the overpayment started until the time it was discovered;
 - Whether the employee could reasonably have been expected to notice the overpayment;
 - The employee's personal circumstances.
7. In cases where an employee returns to work following a prolonged period of sick absence, and has been overpaid because of a delay in applying the appropriate rate of reduced sick pay (e.g. half pay or pension rate), he or she will resume duty on normal pay and the overpayment will be recovered over a reasonable period in accordance with the procedure above.
8. Where the overpayments have been made to a group of employees, the HR Manager will also advise the appropriate union representative.

There is also an appeals process agreed as part of the policy which provides for the following:

If the manager and employee fail to reach agreement on a schedule for recovering overpayments, the matter will be automatically referred to the Head of Employee Relations and the relevant Union National Officer, who will jointly make a binding decision on the repayment arrangements.

Payment of Wages Act

Under the Payment of Wages Act employers are allowed to make deductions from pay such as PAYE, pension contributions or deductions agreed in writing such as trade union deduction, health insurance etc. If an employer wished to make a deduction arising from an alleged act of omission of employee, then special restrictions apply. One of these is that the employer must provide the employee with the details of the act or omission and the amount of the deduction at least one week before the deductions. Failure to do this means that the deduction is unlawful.

It is the Union's experience that the Company regularly fail to issue this correspondence and would therefore be acting contrary to the legislation.

If members have concerns about the manner in which deductions are made, they should contact their Union Representative for assistance.



Term Time

As you are aware we experienced significant difficulties with the provision of term time this year with the Company seeking to make significant changes to how it was implemented and these were conveyed to the Union at very short notice. They contend that the scheme is no longer fit for purpose, with additional family leave availability making the requirement to provide term time obsolete. In addition, they contend that it is no longer cost neutral particularly in DSUs.

While we acknowledged there is some requirement to update and review the policy, we contend that the main failure and cost are attributable to poor management and administration on the Company's part. In order to provide for term time for this year we agreed the following:

- Statutory leave types will be given priority over term-time, but both are unlikely to be granted in the same year.
- Term Time vacancies should not be filled by overtime.
- Applications for term-time will only be accepted based on it being consistent with the rules of the scheme and business needs.
- In circumstances where there are more applicants than term time opportunities, the Company will limit term time to a maximum of 4 weeks and a minimum of 2 weeks.
- For example, in a DSU if management decide that one duty could be utilised for term time for 12 weeks, as only one trained casual is available then, if 6 people applied in that office for term time, they would offer 2 weeks each, rather than allow 3 to take 4 weeks, with 3 not receiving any term time.
- Except in operational areas and areas with strict

customer service requirements, staff availing of term-time will not be backfilled. Any such backfilling will require level 2 management approval.

We have requested an early meeting to review the terms of the scheme so that we have a revised scheme in place for 2026 and we will keep members informed of developments.

Attendance Management

The pay agreement for 2024 – 2025 provided for a review of the high absence level in the Company and the ASMP policy. As a result we have re-established the Attendance Management Joint Working Group. As part of the review of sick leave we are reviewing the following:

- Statistics particularly short term / long term
- Review of ASMP correspondence
- Return to work process for those on long term sick leave
- ASMP updates
- Interactions with Occupational Health
- Implications for pay and pensions

The work of this Committee has only commenced, and we will update members on developments as they arise.

Uniform and Workwear

The current design of the uniform is in place for some time, and we are working with the Company to make improvements to it. Primarily we are looking at the material and designs to make them more work wear friendly while also protecting from UV rays. Any changes agreed will be in the first instance trialled with members and will only become part of the uniform issue once the changes are finalised. The distribution of this year's uniform is scheduled for September/October. The safety footwear will be distributed in June/July.

WRC

An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

An Post Commerce Business Solutions in the WRC

A pay dispute between APCBS (formerly Billpost) had its first hearing in a Conciliation Meeting in the WRC on the 30th April 2025.

The Union laid out its case that our Members in APCBS were being paid far less than their colleagues in An Post for similar and sometimes the same work. We gave the background to the pay history in Kilrush that has led to the ever-increasing pay gap. The Union contend that the incremental scale in APCBS needs to be updated to reflect the value our Members bring to An Post.

As part of our claim we have also highlighted that An Post have ignored our request for a meeting between both parties to explore the option of our Members in APCBS becoming directly employed by An Post, given that over 95% of their work is for An Post. We have yet to have the courtesy of a response to this request.

We are back in the WRC for a follow up meeting on the 10th June 2025.



An Post PMD - Review

Our manager members benefit from a successful company through the PMD process. This is a mechanism where they can, through their contribution, be rewarded for their efforts, both financially and through career development.

Prior to Christmas, working closely with the AHCPs, we commenced a review of the PMB and there was very positive engagement with the company into the New Year. In order to progress matters it was decided to divide the review into two parts.

- **Process**
- **Financials (50/50 split/market movement etc)**

It was agreed to proceed with the process element first, as there is time to agree financials in time for payment in 2026.

Process

Following feedback from CWU Managers Branches the main areas of concern in relation to the process were:

- Lack of proper engagement between reviewer and reviewee
- No set schedule
- Unachievable targets – DSMs outside office-retail offices – mystery shopper cobwebs on windows etc.
- Senior Managers change ratings – calibration
- Too many ratings – then and sub ratings
- How are actors dealt with
- Appeals process

Agreed Next Steps

- ✓ One of our main objectives was to finalise input from last year 2024 – to ensure bonus payments to our members and commence process for this year 2025 to ensure process compliance.
- ✓ To deliver consistency of approach at all levels company wide
- ✓ Must provide clarity objectivity and fairness.
- ✓ PMD is good for our members it has delivered additional monies into our members pockets.
- ✓ PMD is a 2-way street all have responsibilities – it needs
 - **both reviewee and reviewer one to one engagement feedback and clarity**
 - **Focus on development needs and upskilling**
 - **Recording and Tracking**
 - **Challenging**
 - **Clear communications and interaction**
- ✓ CWU don't set targets that's the company's job, but we will monitor outturns.
- ✓ Process will never be perfect, and our aim is to continuously improve it.

- ✓ CWU will review and have agreed a JCC sub-group to monitor and review on an ongoing basis.
- ✓ A joint communication to issue on the process element.
- ✓ Immediately progress the financial element issues.

Field Engineers 8% Salary increase

The CWU have agreed a salary increase to resolve along outstanding issue for our An Post/PCI Field Engineer members.

The main elements of the deal are as follows:

Salary Increase for 2025:

All PCI field engineers will receive a one-off 6% increase to base salaries, effective 1st January 2025 and an additional 2% increase from April 1st. This 2% increase would be in lieu of the initial 2% of any potential market adjustments awarded in 2026. These increases of 8% would be the only adjustment to base salaries for the year 2025 and are considered fully pensionable.

Performance-Based Salary Adjustment:

Future salary adjustments for employees will be based on their job performance rating in any given year. The value of this increase will be determined by the employee's position relative to the market median and own personal performance.

Bonus Structure Revision:

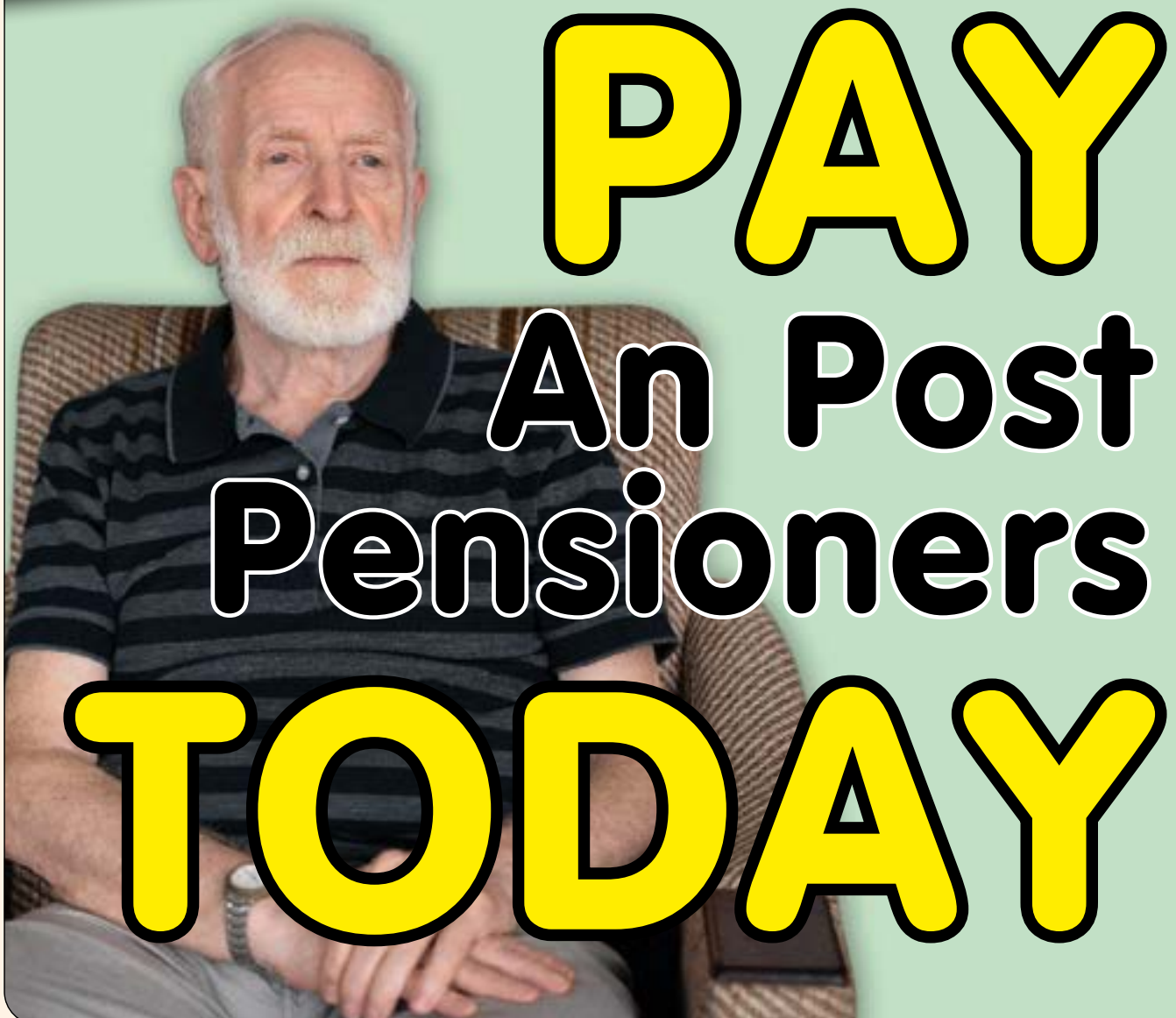
The current bonus structure will be changed and brought in line with the standard an Post bonus scheme for PMD staff. Bonus payment levels and other adjustments are decided firstly by the An Post Group Remuneration Committee and then reviewed by the PCI Management Group and are subject to board approval. Bonus payments can only be offered if/when the Company is in a financial position to do so. Should a bonus payment be available, the rate of bonus payment will be calculated using two components: Up to 5% of base salary based on Company-wide financial and commercial performance Up to 5% of base salary based on achievement of individual objectives and the associated rating the employee receives.

We acknowledge the support and assistance of our members in the area in bringing this matter to a successful conclusion.

SECURED BY CWU –

DELAYED BY TAOISEACH

**STOP THE
DELAY, TAOISEACH!**



General Secretary Representations To An Taoiseach

– who fails to respond or address delays and
demonstrates the lack of concern for retired workers of An Post

Mr Micheál Martin TD
An Taoiseach
Department of An Taoiseach
Government Buildings
Merrion Street Upper
Dublin 2

20th February 2025

RE: An Post Pension

Dear Taoiseach,

At the outset, I extend good wishes to you on your appointment as Taoiseach.

In a recent statement in the Dáil you set out concerns you have in respect of retired staff of An Post.

As the General Secretary of the Communications Workers' Union (CWU) and the Principal Staff Representative for the An Post Group of Unions (including Forsa and the AHCPs), I too have concerns around the An Post Superannuation Scheme and I would appreciate the opportunity to discuss these with you at the earliest opportunity.

The Group of Unions, An Post and Trustees, of which I am one, have worked hard to turn around the serious deficit that had previously cast a serious doubt over the future of the scheme, bringing about a healthy superannuation fund that has reached a self-sufficiency funding level. Prudent management by the Trustees has ensured finances are robust and has shown resilience to the recent and potential economic challenges. A collective agreement between the Group of Unions and An Post in the form of a 'Pension Accord', which limits pension increases, has underpinned the successful return to good health of the fund.

Following an actuarial valuation by Mercer three years ago, a further agreement was concluded with the assistance of the Labour Court, and signed off by the Group of Unions, Pension Trustees and the An Post Board of Management. The agreement provided for enhanced, retrospective pension increases. The necessary approval was eventually signed off by the Department of Public Expenditure and the Department of Communications.

However, such increases together with the annual increases reflecting agreed pay increases and the cap of inflation, take an undue period to be approved. While representations by ICTU and the An Post Group of Unions achieved some modest improvement in the timeline, Pensioners of An Post do not understand or appreciate the average four-month delay. Incidentally, we experience the very same difficulties with increases for retired staff in eir.

Later this year we will again engage on the outcome of a triennial review by the actuary, which I expect in the main, will focus on the company contribution and further pensionable increases for staff and retired staff.

However, we await departmental approval of two outstanding items of the existing agreement. The delay is causing hardship for a number of An Post Pensioners who have, or are under consideration by the Chief Medical Officer, to be superannuated on health grounds.

The required changes would address the anomalies that have arisen following legislative changes increasing retirement up to 66 years. It also ensures An Post complies with the Employment Equality Acts, which it currently does not. We also await departmental approval for implementation of agreed changes to actuarial reductions for staff that retire earlier than their NRA.

An Post sought approval, to apply the agreed changes, by both Departments in October 2023, which regrettably remain outstanding. It would therefore be appreciated that you would use your good offices to have the outstanding issues approved without further delay.

I would also very much welcome the opportunity to discuss the concerns you have in respect of retired staff and the application of the An Post Superannuation at your earliest convenience.

I look forward to hearing from you.

Yours sincerely,

Seán McDonagh,
General Secretary
Communications Workers' Union



Safety & Environment

Your team needs you!

Help build a safe and healthy workplace for you and your colleagues by becoming the new safety representative for your office.

What are the benefits of becoming a Safety Representative?

- **Be the voice of your colleagues on Health & Safety issues**
- raise concerns with your line Manager
- **Assist An Post and your line Manager in promoting health and safety in the workplace**
- **Work with your line manager and colleagues to ensure safe work procedures are adhered to and implemented.**

If you are interested in becoming a Safety Representative for your office, please speak with your line manager, Union Representative or you can contact the Safety & Environment team at safety.matters@anpost.ie

To learn more about the role of Safety Representatives, flyers are available in the office.

Section 25 of the 2005 Health Safety & Welfare at Work Act entitles employees to decide on, select and appoint a safety representative.



FORSA

AHCPS

**an
post**

For our world

Employee Assistance Programme.



iOS



Android

Your free, confidential mental health and wellbeing service, providing in the moment support from a dedicated Customer Care Counsellor.

Available 24/7, 365 days a year, via:

Freephone – WhatsApp – Text

Live Chat – Online Portal

Download the Spectrum.Life app, or explore the platform:
app.spectrum.life/login
Organisation code: AnPost

WhatsApp:
Text 'hi' to 087 369 0010
IRE Freephone:
1800 903 542



EAP services include:

In-the-moment support

Single telephone counselling sessions available 24/7

Psychoeducation

on self-care, coping skills, emotional regulation, etc.

Short-term counselling

where clinically appropriate

Online cognitive behavioural therapy

where clinically appropriate

Signposting

to external specialist/long term counselling where clinically appropriate

Ancillary Services

30 minute telephone calls with financial, legal, and career experts

Digital Wellbeing Platform and App

Hours of eLearning and self guided meditation



UPS Pay Talks 2025

UPS Reps from Dublin, Cork and Shannon accompanied by CWU officials have been involved in discussions with UPS management in recent months to secure a new pay agreement for 2025. The agreement will comprehend Members in the Warehouse, Driver-Helper, Biker, Driver, and Feeder Driver groups. The talks are at an advanced stage and both sides are confident that an agreement can be reached which will be acceptable to both parties.

The proposal will be subject to the normal process of a ballot of CWU members in UPS. The delay in finalising matters is due to an aspect of the proposed pay agreement which is subject to Revenue approval. Any agreement that is reached will be backdated to 1st April 2025.

In the meantime, the Company have processed any service increases that were due in the April 2025 payroll. The Branches hope to conclude matters as soon as possible, and Members will be kept up to date with any developments.

DPD Update - UNI Global Union and Geopost Visit Ireland

As previously reported, UNI Global Union (UNI) signed a new ground-breaking agreement with DPD's parent company Geopost last year.

The agreement is an addendum to the 2017 global agreement and expands the scope of coverage and strengthens the rights of DPD workers to freedom of association and collective bargaining. Importantly, the new agreement also covers subcontract workers.

As an affiliate of UNI, CWU officials were part of the UNI negotiating team that brought about the new agreement and were successful in achieving stronger language on collective bargaining to reflect the weak legislation in Ireland.

The Global Agreement is overseen by a Steering Committee which comprises UNI delegates and senior Geopost management. The CWU has and continues to play an important role in the Steering Committee and the next phase having signed the new agreement is the deployment phase.

As part of that process, a meeting was convened between CWU and DPD Ireland in addition to delegations from UNI and Geopost. The purpose of the meeting was to discuss the situation in Ireland and explore how the Global Agreement can be applied.

There was presentations given by both CWU and DPD Ireland on the long standing relationship that exists between the Union and DPD. Discussions were

also held on how we can expand and strengthen our relationship in the context of the new agreement.

There was broad agreement amongst all parties that the next step in successfully deploying the Agreement in Ireland was to conclude a new Collective Bargaining agreement in Athlone so that it covers all staff in Athlone, both days and nights.

That new agreement should be concluded in the coming weeks and once it is signed, we will then agree arrangements with the company for the union to visit the staff in Athlone to discuss the union.

The next step will be then to agree arrangement to engage with the franchisees of the outsourced depots with a view to creating the conditions for Social Dialogue in line with the spirit and principles of the Global Agreement.

DPD Athlone

In preparation for pay discussions this year, The DPD Athlone Branch Committee undertook a survey of staff to gain an insight and understanding of how they have been impacted by the cost-of-living. The purpose of the survey was to inform the pay claim for 2025. The findings of the survey are set out below and the feedback and engagement were central to shaping the pay claim that the Branch have submitted to the Company.

Following the survey the Branch submitted a pay claim which sought to address the following:

- 15% pay increase over two years
- Night Shift Allowance
- Sunday Premium Rate increase
- Shunters Allowance

Discussions with the company have resulted in DPD presenting their final proposal to the Branch. From the Branch's perspective the company's final position does not adequately address all aspects of the pay claim.

The company have highlighted the fact that they have paid out vouchers to offset the inflationary increases that Members have endured over recent years. The Branch are not against vouchers forming part of the overall solution to pay. However, the issue of core pay, which is secure and protected, must also be addressed.

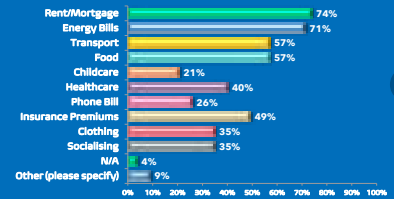
The record inflationary increases that we have seen in recent years are baked into the system when Members go to purchase their goods and groceries. However, vouchers are not baked into the pay system and are therefore precarious and can be taken away from pay agreement to pay agreement.

Vouchers are also not pensionable and are not considered as income by financial institutions when applying for mortgages or car loans etc. These factors

negatively impact on Members when they go about planning their lives and their futures.

The company's proposal has gone out to ballot and includes a detailed rationale for the pay claim. Given all the above and the strong financial position of the company, the DPD Athlone Branch are recommending that Members vote to reject the offer. The result of the ballot will be issued in due course and Members will be kept up to date with developments.

What living costs are you struggling to meet at present? You may choose more than one option.



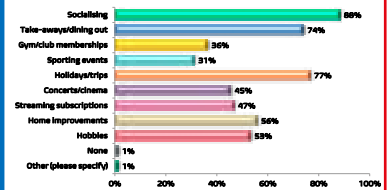
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DPD Athlone - Cost of Living Survey

December 2024

Have you reduced spending on any of the following? You may choose more than one option.



Introduction

This survey was conducted by local CWU Reps to gain an understanding of how the cost-of-living has impacted staff working in DPD Athlone.

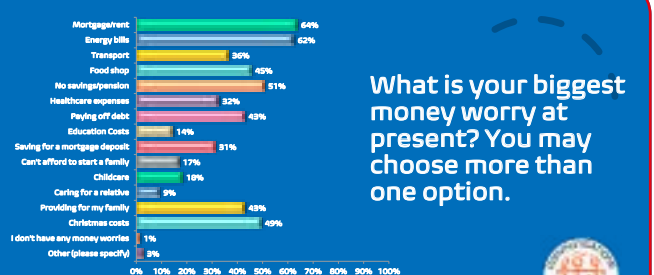
The survey received 80 responses.

The results of the survey will be presented to DPD management with a view to progressing the unions' pay claim for 2025.

The objective of the pay claim is to alleviate the financial suffering outlined in the findings of this survey.



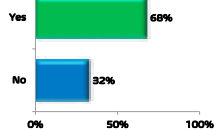
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What is your biggest money worry at present? You may choose more than one option.



7

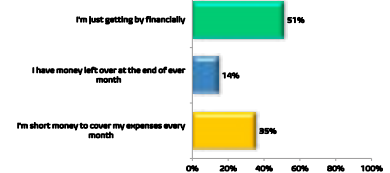


Are you happy with your contracted hours?



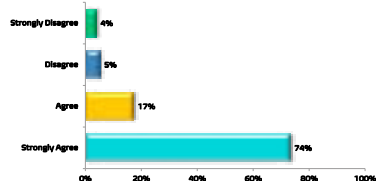
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Which of the following statements best describes your current financial situation?



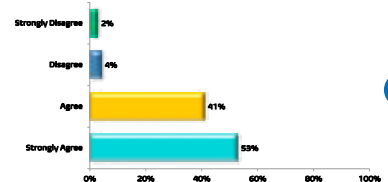
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"My wages have failed to keep up with the Cost of Living which has significantly reduced my disposable income."



4

"The Cost of Living is having a negative impact on my mental health."



A horizontal bar chart with a blue background. The y-axis lists three response categories: 'Yes', 'No', and 'I don't know'. The x-axis represents percentages from 0% to 100% in increments of 20%. The 'Yes' response is represented by a long green bar extending to 94%. The 'No' response is represented by a very short grey bar at 0%. The 'I don't know' response is represented by a short yellow bar extending to 6%.

Response	Percentage
Yes	94%
No	0%
I don't know	6%

A horizontal bar chart with two categories: 'Yes' and 'No'. The 'Yes' bar is green and extends to 82% on the x-axis. The 'No' bar is blue and extends to 18% on the x-axis. The x-axis is labeled from 0% to 100% in increments of 20%.

Response	Percentage
Yes	82%
No	18%

"Last time myself and wife were out was back in February..."



CWU Representatives at the Memorial in the Garden of Remembrance.



Paul Syder and Michael Walsh, DPDB.



Workers' Memorial Day is the International Day of Remembrance for those who have been killed or seriously injured in work-related incidents. The National Commemoration took place in the Garden of Remembrance on the 28th April. The event was organised by the Irish Congress of Trade Unions with the support of the Health and Safety Authority, Government and Employers.

Last year in Ireland, 34 people were killed in work-related incidents and many more were either injured or were made ill while working. Between 2015 and 2024 447 people died in work related incidents. While this is a decrease on previous years it shows that we cannot be complacent when it comes to workplace safety.

The event heard calls from all present for more employers to support and facilitate the appointment of Safety Representatives who are key to fostering a workplace safety culture which will prevent workplace injuries, illnesses and deaths.

Speaking at the event Owen Reidy, General Secretary of ICTU said *"All of the evidence shows that workplaces are safer when there is a recognised trade union and*

where there is genuine partnership, and consultation and collective bargaining between employers and trade unions," He said there are thousands of trade union safety representatives in workplaces nationwide, but we need more. Together we can honour the memory of fallen workers, create safer workplaces, and protect lives."

Pat Kenny speaking at the CWU Seminar in Dun Laoghaire said that today is a time for us all, while remembering the dead to recommit to continue the fight for the living. He praised the many Safety Reps across the Union who through their work have made workplaces safer and he encouraged them to undertake safety inspections on a regular basis which will help prevent accidents, injuries and ill health while at the same time addressing safety issues that require correction.

There was a large number of CWU representatives in attendance on the day and music was performed by the CWU band and we would like to thanks all those who attended or took part in activities to highlight the day.

Safer and better in a Trade Union

Irish Labour History

The Irish Labour History Society was established in 1973 with the objective to promote the knowledge of Irish labour history and of Irish people in labour history abroad and the preservation of all records and reminiscences, oral and written, relating to the experiences of the Irish working class and its organisations.

The Society is today a registered charity with a premises in Beggars Bush, Dublin that includes an extensive collection of Irish labour history records including the records of the Postal Workers Union. It also holds a historic banner of the Post Office Engineering Union. The collections are open to researchers by appointment.

Saothar: The Journal of the Irish Labour History Society is published annually and has gained an international audience and generated much critical acclaim. Members of the Society receive a complimentary copy with their annual membership.

The Society recently received support from the Heritage Council to revamp its website allowing the society to digitise and make available to the public, historic documents relating to the trade union and labour movement. A recent and significant addition to this collection is the first initial report of the Irish Trade Union Congress (as it was originally titled) from 1894 along with details of a Labour Day demonstration from the same time. It is available on the digital collections section of irishlabourhistorysociety.com

Copies of the Congress annual reports for the period 1894 to 1900 were previously only available on microfilm in the National Library of Ireland but a copy of the 1894 annual report and the Parliamentary Committee report to the 1897 conference have been located by the ILHS. Copies of these two reports and the annual reports from 1901 until 1930 are available on the society's website.

The establishment of the Irish Trade Union Congress in 1894 wasn't the first attempt to establish a national Irish congress. As early as 1864, the Dublin based United Trades Association attempted to form a general association of Irish trades. There was much focus on declining trades and a lack of dynamism led to limited interest outside Dublin.

There was intermittent Irish involvement in the British Trade Union Congress with the one Dublin delegate attending its founding congress in 1868. Travel and costs for delegates limited Irish participation in subsequent years but in 1880, the British TUC held its Congress in Dublin. This facilitated the attendance of a significant number of Irish delegates and, in accordance with tradition, Dublin trade unionists were President and Secretary of the Congress. The British TUC also held its Congress in Belfast in 1893.

In 1889 a purely Irish Federation was established with delegates from Dublin, Belfast, Derry, Cork,

Limerick, Waterford and Clonmel. The Irish Federation of Trade Unions elected a broadly based executive on a programme which included; a reduction in working hours, encouragement of local manufacture, more factory inspectors, the provision of technical education and free libraries, the establishment of more trades councils and women's unions and a broadened franchise. The Federation collapsed later in the year after the Belfast trades council withdrew its support following a row over support for a Sunday sports event.

Further efforts to establish a national organisation took place in 1890 and 1891 but, finally, in 1894, the Dublin Trades Council took an initiative which finally led to the establishment of the Irish Trade Union Congress. One hundred and twenty delegates attended the founding congress in the Trades Hall in Dublin's Capel Street. Twenty one thousand workers were directly represented from individual unions and thirty nine thousand indirectly through the trades councils of Dublin, Belfast, Cork, Limerick and Drogheda. Only four of the 120 delegates were women.

The initial Congress Report for 1894 covers the founding conference, held in Dublin on 27th and 28th April. The programme for a Labour Day demonstration held in Dublin on 6th May 1894 contains detailed descriptions of individual union banners and a map with the layout of the order of the procession. The report runs to 127 pages, almost 50% of which are advertisements. One of these was for the 'Race and Amusement Ground' in Jones's Road, later to become Croke Park.

The report lists the names and union affiliation of all delegates and itemises legislative developments affecting workers. 36 motions were debated on a range of topics including demands for legislative improvements, the eight-hour day, fair wages in public contracts, housing, wages and union organisation and celebrating Labour (May) Day. One motion on behalf of Tramway Workers is still relevant in this century, calling for 'the right of the men to be received by the company as a body and not as individuals in matters in dispute between the company and themselves'.

The report contains a guide to Dublin and lists subscribers who provided financial support for the founding conference. The report also contains a short history and activities of the United Trades Council and Labour League of Dublin which runs to 7 pages. The Dublin Council had been established in 1886 and eight years later was the initial host of the national congress.

The Irish Labour History Society welcomes individual members as well as union affiliations and all work together to preserve and bring to public attention important historical documents that tell the story of Irish working people and their organisations.

Irish Trade Union Congress – first annual report.

Established April 1894

Labour Day Demonstration May 1894

An Irish Congress

- 1864 – United Trades Association had a focus on declining trades. 1868 British TUC established with one Dublin delegate attending. 1880 British TUC met in Dublin. 1893 British TUC met in Belfast.
- Irish participation limited due to travel and accommodation costs.
- 1889 Irish Federation established but collapsed after Belfast Trades Council withdrew.
- 1894 Dublin Trades Council initiative to establish the ITUC.

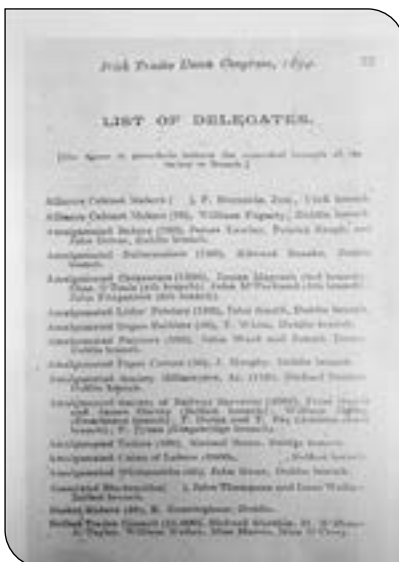
Future secured in 1895 when British TUC restricted delegations to affiliated unions, effectively prohibiting Irish delegates.

- The initial Congress Report for 1894 covers the founding conference, held in Dublin on 27th and 28th April.
- It also provides details of a Labour Day demonstration held in Dublin on 6th May 1894 with descriptions of individual union banners and a map with the layout of the order of the procession.
- The report runs to 127 pages (almost 50% of which are advertisements). The report lists all delegates from affiliated unions and trades councils and itemises legislative developments affecting workers.
- The report includes a short history of the Dublin Trades Council, established in 1886.



36 motions were debated
on a range of topics
including;

- demands for legislative improvements,
- the eight hour day,
- fair wages in public contracts,
- housing,
- wages and union organisation and
- celebrating Labour (May) Day.



120 delegates
from 66
affiliated
unions,
branches and
trades councils.

Only four were women – from Belfast Trades Council and Bookfolders Branch of the INLU.



50% of the publication was advertisements mainly featuring drinks companies and tobacco. This one advertises the sports ground that later became Croke Park.

ARTIFICIAL INTELLIGENCE (AI)

Responding to the Threat

Submitted by Stephen Elliott, Drogheda District Branch NEC.



For most of us the mere mention of AI (Artificial Intelligence) conjures up dystopian scenes from the *Terminator* or *The Matrix*. It is viewed with distrust and scepticism from the world at large because it is seen as something which will enslave us or replace us. So it is not unlike most employers then. But how can we fight back against the threat of AI? Well, first we need to understand the so-called enemy.

AI was first dreamed up by Kerryman via Boston, John McCarthy, in 1956 and has been worked on by many others in the field since. AI is the simulation of human intelligence processes by machines, especially computer systems. We might know them as *ChatGPT*, *DELL-E* or *SIRI* on our phones. They are designed as tools to assist humans with mundane tasks. Think *Google Translate*, spam filters or even self-driving cars. It is fed a set of variables and bases its answers off of that. It can tell you what an English word is in Chinese without understanding its meaning. It can paint a picture based on a prompt or write a novel – given enough pointers.

So, how can a glorified *Etch-a-Sketch* pose a risk? Well, while it is not coming for our lives just yet it is coming for our jobs. In a report published last year, Goldman-Sachs said that “Artificial intelligence could replace the equivalent of 300 million full-time jobs” but may also lead to “new jobs and a boom in productivity”. The jobs which are under threat are the likes of data entry clerk, cashier, bank teller and call centre workers, for example. These administration jobs are overwhelmingly performed by females and according to the McKinsey Global Institute, women will be disproportionately affected by the mass implementation of AI.

There are health and safety concerns also as AI creeps into the decision-making roles in companies. Staff in *Amazon* are told what to pick and where by an AI, which has led to an almost 50% increase in on-the-job injuries. AI doesn't understand fatigue or stress: it has never been angry or hungover and so will push and push staff because that's what it was designed to do. And who will suffer the consequences?

Donald Trump managed to storm the Capital Building without ever setting foot there. He did it by fomenting dissent among a bigoted rabble living in an echo chamber of carefully-crafted news and social

media. *The Guardian* newspaper reported last year that almost fifty news websites were entirely AI-generated. It is becoming easier and easier for nefarious entities to spread disinformation and fake news to serve an agenda or whip up social unrest. In an age of deepfakes, where any person can be impersonated almost perfectly, we need unimpeachable media which we can trust: staffed by journalists with integrity, scruples and ethics.

Big Brother-style state surveillance has always been a concern for citizens. And now with facial recognition, cookies and even your supermarket club card following your every move, it is becoming a greater threat to our freedoms. It will have an impact on the trade union movement, as AI is being deployed to identify and quash potential union activities. *VOX* reported that *Amazon* was using AI software *SPOC* to monitor its staff. The war has begun so how are we going to win?

Firstly, we need to get the law on our side. Legislation (AI Act) has been passed in Europe but won't be transposed to Irish law until approximately 2026. The law itself seeks to ban certain types of high risk AI and make others more transparent, regulated and above all controlled by a human. We need to pressure our MEPs and government to ensure that severe penalties both exist and are enforced for infractions not just in Ireland but EU wide. The ultimate goal is to have a universal law that would give unscrupulous AI vendors no place to hide.

We, as a movement, need to control the narrative. We need to be ready to counter the 'everything's-better-with-AI' argument with facts, education and training. We need to put workers at the heart of the matter. AI may lead to great things if managed correctly. Where a role is taken by AI we need to ensure that a job is not. Where efficiency and productivity rise, we need to be ready to make the argument for a reduction of the working week – not a reduction in wages. If unemployment rises as a result, we should already be making the case for an earlier retirement age. If AI is going to change the world then we need to own a piece of the machine, bend it to our will and make it change the world to our benefit. The fight is a long one and we will need a unified approach from all unions, not just on this island but worldwide, to win it.

CWU Launches "Stamp out Sexual Harassment" Campaign

The Union was pleased to be able to launch our new campaign at the recent CWU Seminar. The CWU opposes all forms of workplace discrimination, as per the nine grounds of the Employment Equality legislation and this includes the unacceptable behaviour that is sexual harassment. As part of our commitment to the well-being of our members, we have accordingly developed our "Stamp out Sexual Harassment" campaign.

The first stage of the campaign is the development of our members' toolkit.

Aims of the Members Toolkit

The toolkit has been designed for members who have queries or concerns around sexual harassment. The aims are as follows:

- It addresses all the key issues such as identifying sexual harassment, liaising with Union Representatives, addressing complaints and getting the necessary supports.
- To help members identify what sexual harassment is, to know how complaints should be dealt with, to understand its impacts and effects, and to prevent sexual harassment and protect workers.
- Outlining roles and responsibilities towards the prevention of sexual harassment.

Defining Sexual Harassment

Sexual harassment in the workplace is not only unacceptable, but also illegal and must be treated with all due severity. *"The Employment Equality Act 1998-2015 (EEA) defines sexual harassment as any form of unwanted verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating a person's dignity and creating an intimidating, degrading, humiliating or offensive environment for the person."*

Our members' toolkit provides examples of sexual harassment from physical to verbal. We also address the role of the employer in the prevention of this behaviour at work, the role of the Union Representative in providing member support and how members can go about making a complaint.

We also address some of the queries that members may have as follows:

- What if the person complained of says it was just a joke?
- When and where can sexual harassment occur?
- What will happen if there is a formal investigation?
- If I make a complaint, will my employer treat me less favourably?
- What to do if you are a witness to sexual harassment?

By answering these questions and by providing further information, we hope through our campaign, to ensure that members have the confidence to speak up if affected in any way by sexual harassment and to get the support that they need.

The Incident Log

We have also developed a downloadable incident log. This document is necessary as our advice to members and witnesses is to keep a record of complaints as soon as they arise.

The incident log is a template for the relevant information including the dates, times, locations, details of any incidents, if there were any witnesses or any supporting documentation.

Overall, the guidelines will strive to create a safe environment whereby those affected can feel comfortable speaking about the issue. We also want to ensure that impacted employees are getting the appropriate support in a confidential manner. To this consideration has been given to the Union role in effectively preventing sexual harassment by seeking working environments that support the dignity of our members and representatives.

We are also aware that due to the nature of sexual harassment, there may be serious issues regarding under reporting on behalf of members for a variety of reasons, which we also wish to alleviate.

The CWU Seminar saw the first part of the campaign for members being launched, which was well received by the attendees. Our plan going forward will be to continue the work with the Representative Guidance to be launched in the Autumn.

The Campaign therefore will consist of:

- Guidelines for Members
- Incident log for members to track complaints
- Membership briefing document
- Trade Union Guidelines on how to represent members
- First responder checklist for Representatives
- New training for representatives

For further information please see:

Campaigns Archive - Communications Workers' Union

<https://www.cwu.ie/campaigns/>



SAFETY REPRESENTATIVES AND CONSULTATION



The development of the role of the Safety Representative is a priority for the Union. We have strong structures in place in both An Post and eir but we can improve them and also develop the role in all other companies where we have members.

Everyone benefits from good health and safety policies and practices. Trade Unions play a major role making workplaces safer and the pressure we apply both nationally and internationally are key to creating an environment where prevention is the norm. Employers that invest in workplace health and safety can expect to reduce fatalities, injuries, and illnesses.

Having good Occupational Safety and Health policies and practices work in making workplaces safer and healthier. A critical part of that good management is having genuine consultative mechanisms in place with the active involvement of workers. Workers have a legal right to be consulted about measures to ensure health and welfare at work. Workers also have the right to consult and make representations to their employer on matters concerning health, safety and welfare at work.

A key part of this consultation is the right for workers to select a Safety Representative to represent them on Health and Safety issues in the workplace. Once selected the Employer must recognise and act on their representation. We have set out below some of the key functions of the Safety Representative.

What are Safety Representatives

They are workers selected by their colleagues to represent workers on all matters related to health, safety and welfare in the workplace. They provide a direct link between workers and management on these issues. Safety Representatives have rights, but they have no duties, responsibilities or liability for health

and safety in the workplace over and above that of any other employee. They are not Safety Officers

How are they selected?

Under Health and Safety Legislation, workers are entitled to select and appoint Safety Representatives. Safety Representatives appointed by management are not representative of workers. If agreed with the employer, more than one Safety Representative can be appointed. Employers have no veto and cannot block the appointment of a Safety Representative.

The Health and Safety Authority in its guidelines on safety consultation set out the following in relation to how Safety Representatives should be elected:

“Detailed arrangements are left to the employees in the individual organisation, where particular circumstances can be taken into account. To select a Safety Representative, employees may use the normal process for selecting employee representatives within their organisation or they may ballot all employees. If a selection process does not already exist, one will have to be devised. The Safety Representative chosen must be available to represent all employees”.

What can a Safety Representative do?

Safety Representatives, once elected by their colleagues, have a legal right to:

- inspect workplaces;

- investigate accidents / dangerous occurrences;
- investigate complaints;
- make representations to the employer;
- be informed of an HSA inspection;
- accompany an inspector;
- make representations to an inspector;
- Receive advice and information from an inspector;
- consult and liaise with other Safety Representatives in the same undertaking;
- time off work to learn the role;
- time off to discharge functions.

Safety Representatives and Representation to Employers

Safety Representatives have the right to make representations to the employer and the employer must consider these representations and act on them if necessary. The key thing for Safety Representatives to remember is that they are entitled to represent the workers who have elected them, and they do this by making their concerns about health and safety known to the employer and ensuring that the employer takes actions to address the concerns expressed by either eliminating the risks to workers' health and safety or if that is not possible reduce the risk to the lowest reasonably practicable level.

What kind of information must the employer give to a Safety Representative?

The employer must provide Safety Representatives with the following information:

- Any risk assessments and safety statement relating to their place of work,
- Reportable accidents, occupational illnesses and dangerous occurrences without identifying any individual,
- Health and safety measures required under Health & Safety legislation, and
- Any health and safety information on dangerous equipment, chemicals or processes used at their workplace including instruction manuals and safety data sheets.

Safety Representatives and Training?

It is essential that Safety Representatives have the knowledge and skills necessary to perform their function effectively. They are entitled to be allowed time for training, without loss of earnings, so that they can acquire the knowledge to carry out the role, and have training costs, whether provided by a commercial training organisation or trade unions, paid for by the employer. No Safety Representative should be charged with the cost of training.

Safety Representatives and Facilities

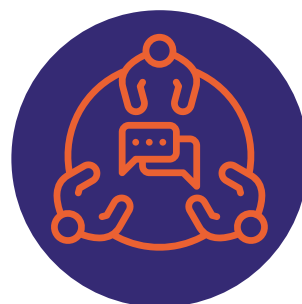
The Safety Representative should be provided with access to up-to-date Health & Safety information and published guidance, a room to consult with employees or to prepare any submission or reports and be given time to undertake their role as a Safety Representative in the workplace. Anyone interested in the role can contact patkenny@cwu.ie for further information.

The Health and Safety Authority also have a web area dedicated to Safety Representatives. This details the guidance and supports available for Safety Representatives. The link is:

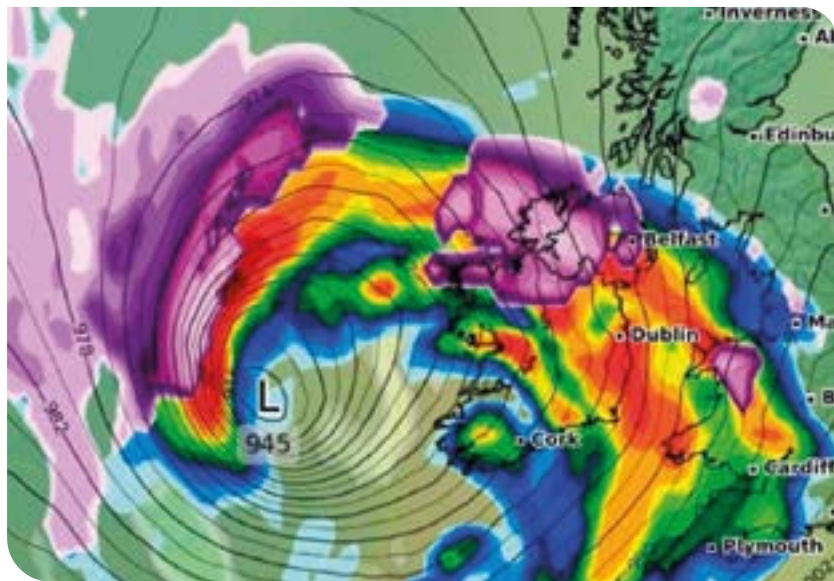
https://www.hsa.ie/eng/enterprise_and_employee_supports/safety_representatives/

The information here includes:

- A Safety Representatives information video
- Details on training
- The benefits of having a Safety Representative
- The legal requirements
- Details of what a Safety Representative can do
- Details of information to be provided to Safety Representatives
- Other sources include:
 - The Safety Representatives Resource Book
 - Safety Representatives and Safety Consultation Guidelines
 - Safety Representative posters
 - Safety Representative checklists



Storm Eowyn – Review



All of Ireland under Status Red warning, as country braced for historic storm.

The CWU would like to thank all our members who have been involved in restoring service to customers following the recent storms. We acknowledge that our members have worked very long hours sometimes in difficult circumstances. We also recognise that recovery of the network to normal levels will take time and further investment. Based on the “new normal” of storm activity the CWU met the company shortly after storm Eowyn and the Company informed us that there were significant impacts across Core Mobile and Access. At the time of the meeting all access network faults were not visible due to the level of ESB outages.

The impact of the storm was mainly in the South, Northwest and Midlands of the country. Fault run rates were well above normal. As an example, (*early March 2025*)

- Exchanges 300 – 500% above normal run rates;
- 7,000 dangerous plant reports – priority;
- 210 feeding fibre faults – 24 fibre 36 fibre etc;
- 1,500 fibre sections;
- 1,500 fibre sections;
- 550 copper sections;
- 1,500 poles down and rising.

The CWU recognised at the time that this was a serious situation and the Company outlined their recovery plan that involved,

- Shutting down all build programmes – Data, IFN etc;
- Placing all access build and repair resources on repair and overtime available to all;
- Placing build staff on repair cabling and splicing core and access;
- Ramping up poling contractors - from BAU to Poling cabling;

- Requests to other contractors for assistance (with ESB immediately following the storm);
- Circet provisioning staff 50% approx. on faults.

eir’s approach, supported by the CWU, was to do what it takes to recovery fault levels to customers.

As this weather event will become the norm the CWU needs to review everything involved with storm recovery. We have told management that any review must include resourcing, and this includes continuation of the apprentice programme. We have forwarded the following agenda items to the company for discussion.

- **Resource Plan;**
- **Future Apprentice Programmes;**
- **Retirement extensions;**
- **Storm Response Plan;**
 - » **Normal Run Rates;**
 - » **Contractor Standards Agreement;**
 - » **Network Preventative Programme – Network Resilience;**
- **Copper Switch Over;**
- **Political Lobbying - Storm Report, can we help?**

The CWU recognises the need for a balanced approach to the company’s resource modelling and their future requirements, however, whatever is agreed must include an apprentice intake to ensure that internal resources levels are maintained to address retirements and to deal with network resilience programmes and customer service issues now and into the future.

It is important that when any review of a storms impact takes place you cannot just point the finger at others you have to accept improvements are necessary in-house.

“When you point a finger there are always three pointing back at you”



CWU eir Retired Members' Broadband Deal (BB, Phone, TV) - Update

Following many calls into CWU HQ, regarding the delay in the launch of a new CWU eir Retired Members' BB deal, we would like to inform retired members that the delay has been because of the Company's IT prioritisation and the complicated nature of the deal.

eir's IT team have had to focus since September 2024 on ION (new billing system) bug fixes which have impacted the ability to bill customers in both the CSB and eirevo areas, which obviously has a

significant business impact. The Company informed us that this work is almost complete, and we have assurances that the "CWU deal" is in the next batch for development. We are hopeful for a June/July launch. CWU eir Retired Members will be notified of a confirmed launch date and the application process.

We can also confirm that the CWU will be the first stakeholder engaged with following the resolution of the IT issues.

Vodafone

Vodafone Branch has seen some changes with Shane Murphy departing the Branch Secretary Role to take up an Organiser role in CWU and Caroline Schwen being elected as the new Branch Secretary. The Branch also sees a new Chairperson elected in Karen Flannagan and new names also added to the committee. Welcome all.

Work has already started on organising in the Branch with a survey completed on staff in Mountainview. The survey centred on a recent newspaper article suggesting a move of headquarters to St. Stephen's Green was imminent. The Branch had already engaged with the Company on this but they deny that any decision has been made. The survey results suggest that if a move to St Stephen's green was to come to fruition, members would be negatively impacted financially and their commute would be extended. The Branch will use this essential engagement from members in future discussions with the Company on any potential move.

Since the last update, the size of the Vodafone

retail estate has further shrunk. Vodafone closed the Nutgrove store and TUPEd the Wexford and Waterford stores to a franchisee. Membership in both stores going into this process was close to 100%. This, along with knowledge and experience passed on from members who had previously undergone this process, resulted in Wexford and Waterford members achieving the best results to date in the TUPE process. Colleagues managed to successfully argue against a negative term imposed on existing staff in the franchise and also managed to secure a greater transition payment than store who had moved in the past. For our members in Vodafone Retail, this shows the importance of keeping your store organised by ensuring new staff members are educated on why Vodafone Retail staff are better in a Trade Union.

In Obelisk, our membership among the non-ex-Vodafone Field Engineers has grown. It is vital that we grow density further here as negotiations are ongoing with the company on the implementation of a new on call rota.

THE IRISH TIMES ONLINE

French billionaire Niel inches closer to full ownership of eir



by Ian Curran
The Irish Times Online

French billionaire Xavier Niel, the majority owner of eir, now owns more than 70 per cent of the Company.

Photograph: Emmanuel Fradin for The Irish Times

French billionaire Xavier Niel has tightened his grip on eir after a US hedge fund completed its exit from the State's largest telecoms group, the *Sunday Times* reports.

The Irish Times reported last October that Mr Niel had started on a trajectory towards full ownership of eir, as two US hedge funds began to exit their investment in the former Irish telecoms monopoly.

New documents show that Davidson Kempner sold its 8.9 per cent stake in the business in three tranches

between last September and this February to the group's ultimate holding company, Carraun Telecom.

NJJ Boru, a company controlled by Mr Niel and his company Iliad, now owns more than 70 per cent of eir with US private equity firm Anchorage Capital.

The former State telecoms monopoly, which boasted some 1.2 million home and business connections to its network in the Republic last year, has paid out more than €2 billion in dividends to its owners since Mr Niel led a takeover in April 2018.

Over 125,000 Premises Connected Under National Broadband Plan



by Brian O'Donovan
RTÉ online

National Broadband Ireland (NBI), the company delivering the Government's National Broadband Plan (NBP), has announced that over 125,000 premises across Ireland are now connected to its high-speed fibre broadband network.

There are now 361,101 homes, farms and businesses that have been passed with NBI fibre out of the current target of 564,000.

NBI said the rollout is on track to pass over 420,000 premises by the end of this year.

People living and working in the rollout area can connect to high-speed fibre broadband on the NBI Network through a choice of 50 different broadband providers actively selling on the network.

NBI said the average take-up rate of 35% is well ahead

of projections and international comparisons.

"With over 125,000 connections now live under the National Broadband Plan, we are seeing the benefits of this investment throughout rural Ireland," said Minister for Arts, Culture, Communications, Media and Sport, Patrick O'Donovan.

National Broadband Ireland chairman David McCourt said the NBP is providing rural Ireland with the same access to digital opportunities as cities.

"In every decision that NBI has taken to deliver the Irish Government's National Broadband Plan, we've provided a blueprint for other nations to follow on their path to full fibre connectivity and that includes our unique approach to educating consumers and creating demand for services on our network," Mr McCourt said.

CWU signs comprehensive Collective Agreement with Teleperformance



Pictured: Fionnuala Ní Bhrógáin, CWU Head of Organising & Campaigning; Lucía Trenor, UNI; Clementine Gauthier-Medina, Global Vice President, TP; Jennifer Stephenson, Vice President of People Operations TP UK & Ireland; Christopher Gray, HR Business Partners Manager, TP UK & Ireland

The CWU is very pleased to welcome the signing of a new collective agreement with Teleperformance Ireland, which ensures respect for the fundamental rights of workers, particularly the freedom of association and the right to collective bargaining.

Teleperformance (TP) are a Global Business Process Outsourcing (BPO) company, present in Ireland since 2018. The company provides Customer Operations, Content Analysis and Technical Support services to multiple corporate clients including Microsoft, Vodafone and eBay. Globally, the company operates in 95 countries, with a total workforce of nearly 500,000.

In 2022, UNI Global Union signed a Global Agreement with TP, based on the recognition of core labour rights as established by the International Labour Organisation and respect for the OECD Guidelines for Multinational Enterprises.

Following the signing of the Global Agreement, implementation negotiations began in a number of affiliate countries including Colombia, El Salvador, Jamaica, Poland and Romania.

Following this phase, negotiations began in Ireland. Notably, in each of the other countries in which negotiations were taking place, national legislation provides a framework for collective bargaining, while Ireland has no such provisions.

Following extensive engagement and negotiation, agreement was reached and signed off in April of this year.

The agreement provides for:

- Paid release for CWU reps for:
 - » Representation

- » Induction
- » To “encourage CWU membership”
- » Attendance at Conference/Seminar
- » CWU training

- Induction facilities within 2 weeks of hiring
- Deduction of union subs at Payroll
- Access for CWU Officials to TP workplace(s) to meet with workers
- Area on TP Intranet for:
 - » Information on CWU reps
 - » Digital contact form
 - » Issuing of CWU Communications
- Issuing of a Union neutrality statement to staff 3 times per year
- Collective Consultation & Dispute Resolution procedure

This agreement marks an important step in strengthening labour relations based on social dialogue and reflects Teleperformance’s commitment to effectively implementing the principles of the global agreement signed with UNI.

CWU Head of Organising Fionnuala Ní Bhrógáin said: *“The CWU welcomes the successful conclusion of the new collective agreement reached with Teleperformance. This outcome underscores the value of collective bargaining and constructive engagement between unions and employers. We commend all involved in the process and reaffirm our commitment to ensuring the agreement is fully implemented in the interests of all our members.”*

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May Day Reception in Áras an Uachtaráin



*Trade Union Representatives in the garden of Áras an Uachtaráin
with President Higgins and his wife, Sabina.*

The Communications Workers Union were invited to Áras an Uachtaráin to attend a reception hosted by President and Sabina Higgins to mark May Day. This was attended by Imelda Hyland and Shane Murphy on behalf of the CWU, along with other representatives from the trade union movement. President Higgins spoke with Imelda about a trip to Chile he undertook some 25 years ago with a huge donation made by the

CWU. Imelda also spoke with President Higgins about our recent Seminar where we played a video of President Higgins addressing the Dáil back in 2011 on a motion re Proposal to reduce the National Minimum Wage. (you can watch this on You Tube).

It was a very enjoyable occasion with an informative tour of the grounds conducted by the President and Sabina.



*Jane Higgins, FSU,,President Higgins
and Imelda Hyland.*



Shane Murphy with President Higgins.

EPOC Network convenes in Dublin to strengthen unions' organising strategies



Trade union organisers gathered at the Communication Workers' Union (CWU) headquarters in Dublin for a meeting of UNI Europa's EPOC Network.

The EPOC programme aims to defend, extend and (re)build collective bargaining by providing support to affiliated unions in building sustainable structures. The two-day invitation-only meeting, held on 6-7 May, focused on advancing union renewal, sharing campaign successes and planning future strategies to empower workers across Europe.

The session opened with in-depth discussions on trade unions running political campaigns. One example was the Respect at Work campaign run by four Irish unions that are members of UNI Europa: CWU, FSU, SIPTU and Mandate. The campaign, which received UNI Europa's first-ever Forward Through Collective Bargaining Award, has mobilised workers and union activists in their communities for collective bargaining rights. Ireland is the only Western European country that does not have any legislation on collective bargaining or protecting worker representatives.



*Discussing the **Respect at Work** Campaign*

Fionnuala Ní Bhrógáin, CWU's Head of Organising & Campaigning, presented the campaign's activities since its launch, with a particular focus on a candidate pledge campaign ahead of the Irish general elections in November 2024. Gareth Murphy, FSU's Head of Industrial Relations and Campaigns, and Darragh O'Connor, SIPTU's Head of Strategic Organising and Campaigns, complemented with reflections on where the campaign is heading post-election. Participants subsequently broadened the discussion on the challenges and opportunities of engaging workers in political campaigns beyond the typical bread-and-butter workplace issues.

In the next session, participants exchanged updates on

recent victories in the field, showcasing how organising efforts have strengthened membership density and bargaining power. Mika Häkkinen, Head of Organising at the Finnish Industrial Workers' Union, spoke about the union's strategic planning, tactics and escalation in the latest sectoral bargaining round in April 2025, which resulted in a 7.8 per cent pay rise for industrial workers. Niina Ruutinen, Organising Coordinator at PAM Services Union, added how her union mobilised retail workers to win a similar pay rise as the front-riding industrial workers. Maria Stoian, Organiser at UNI-SEEEOC, shared her efforts at growing union presence in Romania's large ICTS sector.

The network meeting's second day had participants split into breakout groups to discuss involving workers in high-level sectoral or big company campaigns and embedding organising within their unions. Jim Fuery, Mandate Assistant General Secretary, spoke about how they surveyed members effectively at big grocery chains to identify the right issues and engage them in campaigns. FSU President John Burns highlighted the issue of diverging pay structures as a barrier to sectoral salary demands in Ireland's banking sector.

Ben Egan, UNI Europa Organising Director, presented an initial draft outline for UNI Europa's Organising Strategy 2026-2030, which outlined a roadmap of priorities for EPOC over the next five-year mandate. The strategy will be amended and then adopted at UNI Europa's next Executive Committee meeting in autumn.

The EPOC Network meeting concluded with collaborative campaign planning, where organisers shared upcoming initiatives and sought feedback from other organisers. Jesse Wilderman, UNI Global Union's Organising Director, wrapped up the session with a simple definition of organising: "Recruiting, identifying and developing leaders."



International delegates in CWU Headquarters

Respect at Work Campaign receives *Forward Through Collective Bargaining* award at UNI Europa conference in Belfast



Deputy General Secretary, Ian, with representatives from SIPTU, FSU, and Mandate, accepting the Award.

The inaugural Forward Through Collective Bargaining award was presented to the *Respect at Work* campaign for its work in highlighting the practice of union busting by unscrupulous employers and for its positive campaign in promoting collective bargaining and getting it on the political agenda at the last election.

The *Respect at Work* campaign is a collaboration of four Unions, CWU, SIPTU, FSU, and Mandate.

Ian McArdle, Deputy General Secretary of the CWU accepted the award on behalf of the campaign and said:

"We welcome the recognition by UNI Europa for the campaign and want to assure everyone this award is not the end of the journey.

It is an encouragement to keep going, to continue the fight to win the legal rights and protections that all workers deserve."

These four Unions, which mostly operate in the private sector and have a long standing commitment to organising have combined for this campaign to put collective bargaining high on the political agenda in Ireland.

The campaign asked political parties and candidates to sign the following pledge during the recent general election.

"I pledge to support legislation which promotes collective bargaining, protects workplace representatives

and ensures the right to access a trade union at work."

The campaign was successful in getting 89 elected TDs to sign the pledge, representing a majority of the new Dáil.

Among the signatories were key figures from Fine Gael – Minister of Enterprise, Trade and Employment, Peter Burke TD, and Government Chief Whip, Hildegard Naughton TD and Fianna Fáil Party Chairperson, Brendan Smith TD and Minister of State in the Department of Enterprise, Trade and Employment, Dara Calleary TD.

"The widespread support for our General Election pledge demonstrates that there is a new political consensus on workers' rights," CWU Deputy General Secretary, Ian McArdle, said.

"This pledge commits leading figures from across the political spectrum to pursue legislation in the Dáil that will give more workers access to collective bargaining and decent, unionised jobs."

The new Government must now prepare the ground for legislation which will ensure that everyone has the right to organise in their workplace. The campaign will be reminding all government parties of the widespread support for action on workers' rights. The *Respect at Work* campaign was successful in securing a commitment to a National Action Plan to Promote Collective Bargaining in the Programme for Government.

6th UNI Europa Conference: workers demand "Real Say, More Pay" across Europe



Delegates in Belfast demand for "Real Say More Pay"

Over 600 trade unionists from across Europe gathered in Belfast for the 6th UNI Europa Conference.

The morning sessions kicked off with powerful testimony from Belgian trade unionist **Lieveke Norga (ACV-PULS)**, who linked the push for shorter working hours to the long legacy of workers' struggle. "We continue the historical struggle of free time for working people," she said, announcing an 8-minute work stoppage on 8 May across Belgium to press for better work-life balance.



Oliver Roethig (photo on left) and Deputy General Secretary, Ian McArdle (photo on right) address Conference.

In Ireland, **CWU's Ian McArdle** highlighted how workers successfully pressured politicians to back collective bargaining in the last election. "Respect at work shouldn't be a privilege, it should be a right," he said. His union, together with three other Irish unions (Mandate, SIPTU and FSU), had received the first-ever "Forward

Through Collective Bargaining" Award.

From Slovakia to Finland, unions described how they are rebuilding power amid hostile conditions. "We need to find new areas of contract. We need to update our communications," said **Antti Hakala of Finland's PRO union**. In Poland, **Wieslawa Mazarska of Solidarnosc** described mass protests and strikes at the Polish Post in response to the collapse of a 20-year-old collective agreement.

One central theme of the day – **public procurement reform** – saw trade unionists demand that EU institutions link public contracts to collective agreements. **Esther Lynch, General Secretary of the European Trade Union Confederation (ETUC)**, delivered a rousing address calling out widespread union-busting.

"No euro of public money should go to companies that bust unions," Lynch said, citing Tesla as an example of the "green transition" being used to justify anti-union behaviour.

UNI Europa's campaign "No Public Contract Without Collective Agreement" was repeatedly praised as a blueprint for change. **Frank Werneke, President of Germany's ver.di union**, said: "Let's make this campaign our priority in the coming years," he told delegates. His union ver.di also won the second "Forward Through Collective Bargaining" Award for its successful campaign at Deutsche Post, where lower-paid workers received wage increases of more than 16 per cent, and the union won over 20,000 new members.

From **Zeynep Bicici (IG-BAU, Germany)** calling for an end to the race for the lowest price, to **Angeles**

Romero (CCOO, Spain) advocating for social criteria in procurement laws, delegates stressed that quality jobs must come before the lowest bid. In a debate with Members of European Parliament, **Gaby Bischoff (S&D)**, **Hanne Gedin (The Left)** and **Sara Matthieu (Greens)** agreed with the need for reform — and for working together to achieve it.

The conference also spotlighted the criminalisation of union action and **wage theft**. Norwegian unionist **Christopher Beckham** called for laws to punish employers who withhold pay. *“Wage theft is a crime and offenders will be held accountable,”* he said.

In the afternoon, a panel on worker well-being tackled the future of union strategy in the digital and post-pandemic workplace. Speakers addressed AI, remote work, and mental health — calling for renewed focus on “cutting-edge collective bargaining” to keep pace with change.

Wrapping up the day, **Dr Caoimhe Archibald**, Minister for the Economy in Northern Ireland, spoke about the Good Jobs Bill and the importance of a strong labour movement: *“A key measure of an economy’s success is*

the extent to which it provides workers and their families with a decent income [...]. This logic is reflected in the theme of this year’s conference: Real Say, More Pay.” The fireside chat with **Owen Reidy (ICTU)** and **Dave Ward (CWU)** reaffirmed the growing support among young workers for trade unions — and the necessity of organising them.

With overwhelming majorities, **Oliver Roethig** and **Peter Hellberg** were re-elected as regional secretary and president respectively, while **Lieveke Norga** from ACV Puls became 1st vice-president, before the Conference closed passing motions and resolutions on the fight against the far right and for the defence of democracy.

With the new leadership and a clear strategy for the years ahead, UNI Europa is prepared to strengthen, expand and deepen worker power until the next Conference in 2030.

The message of the 6th UNI Europa Conference was clear:

Europe needs bold, enforceable rules to protect workers’ rights — and unions are ready to lead that fight.

Victory for Better Public Procurement Despite Best Efforts of Regina Doherty MEP

The CWU is happy to report a significant win for workers’ rights at the European level. The Employment and Social Affairs Committee (EMPL) has officially adopted its Opinion on public procurement, and it includes key language strengthening collective bargaining, cracking down on abusive subcontracting, and tightening rules around fraud and exclusion grounds.

Despite opposition from some corners—most notably Regina Doherty, the Irish MEP and EPP shadow rapporteur—these vital provisions passed with strong majorities. Disappointingly Doherty resisted the sections on award criteria, subcontracting, and fraud and offered only a free vote rather than party support. She did not attend the vote herself.

Nonetheless, the EMPL Opinion was passed overwhelmingly—40 in favour, 10 against, and 1 abstention. Crucially, even within the EPP group, most members voted in favour, especially on the subcontracting clause, with only one Danish MEP dissenting. These results reflect growing momentum for fairer procurement standards across Europe.

Interestingly, while Doherty has signed the Respect at Work pledge — a campaign supported by CWU, SIPTU, FSU, and Mandate that promotes collective bargaining in



Regina Doherty MEP, signed the Respect at Work Pledge but didn’t support collective bargaining in public procurement

public contracts — her opposition in Brussels raises serious questions about her commitment to the pledge’s goals.

Her support and understanding of the importance of trade unions and collective bargaining which played well at hustings in the CWU offices when she was looking for votes has not travelled well to Brussels. Did something get lost in translation? We don’t think so. But her lack of support has not stopped the success of the campaign so far.

The EMPL Opinion win is a big step forward, but attention now turns to the Internal Market Committee, where the real battle for adoption of this text continues.



Shaping the Future: Organising for Power in the Digital Age

Report from the CWU Seminar on Strategy, Organising and Worker Voice

At this year's CWU Seminar, a powerful and forward-looking session on organising gave delegates insight into the union's strategic priorities and ongoing efforts to expand and defend worker power—particularly in new and emerging sectors. Central to this conversation was the progress of the **Digital and Techworker Alliance (DATA)**, the establishment of the **eTech Branch**, and the importance of the **Respect at Work** campaign.

Organising in the Digital Sector

Opening the session, CWU leadership shared updates on the union's growing footprint in the tech sector, marked by the success of the Digital and Techworker Alliance (DATA), launched just two years ago.

Deputy General Secretary, Ian McArdle said, *"The launch of DATA was the first step in a long-term strategy to position the CWU in the tech sector—and the results are starting to show."*

Delegates heard from **John Chadfield of CWU UK**, who played a key role in establishing **United Tech & Allied Workers (UTAW)**—the UK's only online-first tech union. UTAW, an autonomous CWU branch, offers a model of worker-led organising in an industry where traditional union structures often don't fit and the CWU examined this as a model when setting up DATA.

Following John's remarks, Head of Organising, Fionnuala Ní Bhrógáin chaired a panel featuring three worker leaders—Bruna, David, and Daithí—who are at the heart of grassroots organising in digital workplaces. Due to real and present risks in their employment, the session was conducted off-camera and without social media coverage.

The sad reality in many workplaces—not just in tech — is that worker organising is done in secret, below the radar, for fear of retribution from the bosses. Workers are afraid to be seen at union events. That fear highlights how far we still have to go.

Building Capacity and Strategy

Organising new sectors requires more than enthusiasm. It takes structure, strategy, and people on the ground. Since last year's BDC, CWU has recruited **three new**

organisers, including a dedicated Digital Organiser. All have now been made permanent, reflecting the union's long-term investment in capacity building.

While DATA remains a focus, their work also spans traditional sectors, including:

- **The retail conversion in An Post**
- **Non-union cultures in eir Evo**
- **Recruitment efforts in eir and Vodafone retail**
- **Ground-breaking work with Covalen workers**, growing membership from zero to nearly 100 through trust-building, training, and relentless on-the-ground work.

A New Branch for a New Workforce

In a bold and forward-thinking move, the CWU Executive recently established a new **eTech Branch** to house workers across 140 tech-related employers. This structure recognises the distinct identity and needs of tech workers, rather than subsuming them into traditional branches.

Ian McArdle noted that, *"The eTech Branch had 433 members at the end of last year. As of two weeks ago, it's grown to 541. That's proof that our strategy is working."*

Respect at Work: The Battle for Rights

While the union celebrates progress, the broader landscape for workers in Ireland remains hostile. The Respect at Work campaign is the CWU's answer to decades of inaction and political inertia on labour rights.

As it stands:

- Workers do not have the right to collective bargaining
- Workplace representatives are not protected from retaliation
- Workers cannot access their union freely
- Unions have no right to represent during collective redundancies

These are not optional extras in a fair society. These are the basics. And Ireland is failing its workers.

Powerful employer lobbies like IBEC and the American

Chamber of Commerce—backed by media and government—have consistently prioritised **corporate welfare** over worker dignity in the form of tax breaks and VAT reductions for business.

Promises by government for workers like the living wage, sick pay, and pension reform have been sacrificed in favour of tax breaks for successful sectors such as hospitality to the tune of €500m. So it is hand outs for business owners but no hand up for workers – just broken promises.

But the living wage, sick pay and pensions is what we agreed were essential parts of the social contract when we agreed them some time ago. Denying and delaying these commitments is a breach of the social contract. These commitments are not optional in a fair, just society. But at the first hint that there might be economic challenges ahead the worker is sacrificed.

These were handouts from government. They have been taken away because they are handouts, these concessions were not won at the negotiating table. They were not won in struggle. That is the problem. These concessions need to be won in the workplace and that is why the fight for collective bargaining is essential.

This message was underscored by the example of DPD, where resistance to a new local collective agreement has been fierce—even after 20 years of engagement with the union. It is proof that **legislation matters**—and

without it, even the most committed organising efforts face an uphill battle.

The Fight Ahead

The workers we heard from in Covalen, who spoke at the Seminar, are not software engineers on six-figure salaries. They are low-paid content moderators—the gatekeepers of online safety—working in psychologically gruelling conditions. They protect us from the internet's worst corners while receiving barely above minimum wage.

This isn't a choice they make—it's a consequence of unchecked capitalism. And the price they pay is often invisible.

The CWU's message to these workers—and to the world—is clear:

“We may not be sure of many things. But we are sure of this: power concedes nothing without a fight. And workers who choose to build power at work will always find support in the CWU.”

Through campaigns like Respect at Work, through structural changes like the eTech Branch, and through grassroots organising led by committed workplace leaders, the CWU is charting a course for growth—and justice and fairness—in a fast-changing world of work.



“We may not be sure of many things. But we are sure of this: power concedes nothing without a fight. And workers who choose to build power at work will always find support in the CWU.”

NATIONAL ACTION PLAN ON COLLECTIVE BARGAINING

The CWU has made a submission to the Department of Enterprise Trade and Employment (DETE) on the development of a National Action Plan on Collective Bargaining. The submission is comprehensive and detailed on what is needed to better protect workplace representatives organising their workplace and also calls for better access for workers to unions and vice versa. The submission calls on the government to come out strongly in favour of collective bargaining and to make sure that public contracts only go to companies that respect collective bargaining.

GOVERNMENT SUPPORT FOR COLLECTIVE BARGAINING

Government has a clear responsibility to actively promote trade union membership. A critical first step is ensuring that unions have meaningful access to workplaces – and just as importantly, that workers have clear and unobstructed access to unions. Government should be clear that collective bargaining is good for society and good for the economy and should promote trade union membership accordingly. Collective bargaining build fairer more equal societies and our government should support that.

UNION ACCESS

Access is vital for building membership, securing worker mandates, and exploring collective bargaining coverage.

The State must ensure trade unions have access to workers – both physically and digitally. Workers, especially migrant workers, must be able to engage with their union, communicate their priorities, and give informed mandates on pay proposals. That is only possible if unions can access workplaces and reach all employees, including new hires. Recent research by the Friedrich Ebert Stiftung found that 94% of Irish union officials believe physical access to workplaces is essential to organising and representation. The Government should act without delay to legislate for union access, ensuring Ireland meets both its EU and international obligations.

NATIONAL ACTION PLAN ON COLLECTIVE BARGAINING

DISCRIMINATION PROTECTION

There is currently no legislative protection in Ireland for workers or trade union representatives against acts of discrimination on the grounds that they participate or seek to participate in collective bargaining. It is therefore clear that new legislation is required to comprehensively protect union members and representatives from discrimination. This legislation should cover both direct and indirect forms of discrimination linked to union activity or involvement in collective bargaining.

UNION-BUSTING

The persistence of union-busting practices and the deliberate actions of employers to undermine union activity weakens workers' ability to negotiate fair wages. There is an urgent need for legislative reform – including statutory recognition rights, strong penalties for anti-union practices, and guaranteed access for union representatives – to bring Ireland in line with EU standards. Trade union members and their representatives – such as shop stewards – must be protected by law from dismissal based on their role, their reasonable union activities, or their intention to engage in collective bargaining.

PROTECTION FOR REPRESENTATIVES

The current legislation in Ireland aimed at protecting trade union members and representatives from unfair dismissal is insufficient and fails to uphold the right to collective bargaining. Under the Unfair Dismissal Acts 1977-2015, workers are only protected for engaging in union activity during working hours if they have explicit permission from their employer. This means that basic protections for union activity are entirely dependent on the goodwill of the employer and can be denied at any time. The law does not recognise that active union participation – organising, representing others and bargaining collectively – is an essential part of trade union membership.

Marching practice in a car park with Ireland's only remaining trade union band

Article & Photos by Bryan O'Brien
Irish Times Online

Communications Workers' Union Band can trace its roots to before 1916 – its instruments were destroyed in the GPO during the Easter Rising



Drummer Declan Scarlett (centre) and fellow members of the Communications Workers' Union Band.



Ken Healy and Helen Redwood, both on flute, in rehearsal with the Communications Workers' Union Band

It's Sunday morning and I'm in a basement car park beside Croke Park in Dublin to meet Pat O'Connor. He's not selling me a ticket for the All-Ireland Final, he's here to take me to a rehearsal session of the Communications Workers' Union Band.

We go upstairs where the musicians are tuning up. Some of them are related. Pat plays trumpet alongside his wife Anita and his brother Eoin in the brass section. Bassoon player Jim McEvoy and his wife Maureen on French horn sit nearby. At 94, Jimmy O'Keeffe, up front on saxophone, is the band's most senior member. His son Eoin, on flute, sits a few feet away.

Formerly known as the Post Office Workers' Union Band, this is now the only trade union band remaining on the island of Ireland. Its foundations are hard to verify, but it was in existence prior to 1916, and all its instruments were destroyed in the GPO during the Easter Rising.

A brass and reed concert band, its members are busy competing and performing at events all over the country, and on occasion abroad. Nowadays not all its musicians are members of this trade union. Some play in a number of bands.

During a break from marching practice in the car park I ask one man about getting to various venues around Ireland to perform. He says the travelling is no problem – remembering to turn up in the right uniform is the tricky bit.



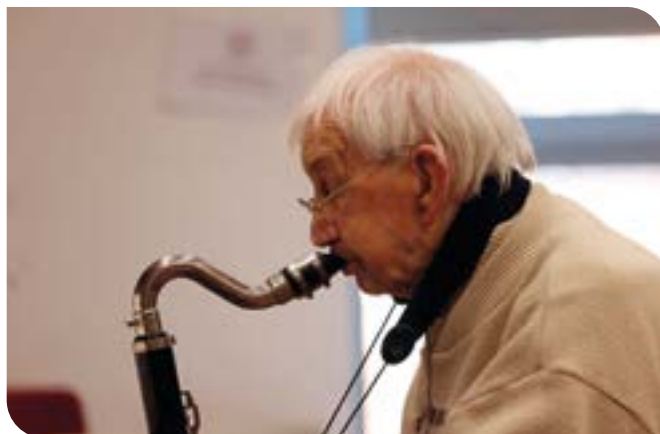
Jim McEvoy plays bassoon with the Communications Workers' Union Band. His wife Maureen plays French Horn



Sean Brennan conducts as the band rehearse at CWU HQ, William Norton House, on Dublin's North Circular Road



The Communications Workers' Union Band rehearse every Sunday.



Jimmy O'Keeffe (94) a member of the CWU Band, during rehearsals at CWU HQ on Dublin's North Circular Road.



Maureen McEvoy plays French Horn.



Paddy Kelly (centre), Anne Brooks (left) and other members of the CWU Band practice their marching.



Saxophonist Jimmy O'Keeffe (94) is the band's most senior member.



Brothers Eoin (left) and Pat O'Connor on trumpet.



Tracey Traynor (left) and Martha Noyes, both playing clarinet



Isolde Dillon plays the flute

THE MARINE TIMES NEWS INTERVIEW

by Tom MacSweeney, Executive Editor, Marine Times Newspaper

"It has taken eight years of absolute torture and torment to change what was done to me. What happened to me was wrong. All I ever wanted was for my service to be acknowledged....."

Seamus Power was dismissed from his post as Officer-in-Charge at Bonmahon Coast Guard Station in County Waterford, which the Marine Times reported in December 2016. It was a time of controversy and difficulty in the service.

"My good name has been taken from me," he said at the time.

Since then he has sought to have his reputation restored and his service with the Coast Guard formally recognised. In this exclusive interview with Executive Editor, Tom MacSweeney, he says that this has now been achieved and his good name restored.

A letter was delivered by registered post to the home of Seamus Power at Ballyleen, Kill in Bonmahon, after eight years of campaigning to clear his name of what he had seen as damaging his reputation in the Coast Guard and amongst his local community.



"Being dismissed in the way I was, it is not good to be removed from a service like the Coast Guard in your community. It hurt very deeply. It was wrong," says Seamus.

The letter, from Matthew McLoughlin of the Department of Transport's Maritime Strategy & Governance Division marked the "valued contribution" of Seamus to Bonmahon Coast Guard Unit. It enclosed a 20-Year Long Service Medal. *"I would like to take this*

opportunity on behalf of the Irish Coast Guard to express sincere gratitude for your service to marine search and rescue," the letter said.

It was a vindication of what Seamus had struggled for eight years to achieve.



"The wording of the letter, while it is very vague, it is proof enough. There was never any evidence against me for wrong doing. All I ever wanted was to have that acknowledged and to be vindicated. The Coast Guard has acknowledged my service and what I have done in serving the community. I am satisfied with that. It has taken eight years of absolute torture and torment to change what was done to me."

Seamus Power had been OIC at Bonmahon, a unit then with a Deputy OIC and 15 volunteers. Coast Guard management at the time were seeking to make operational changes which concerned many volunteer members who were not classed as 'staff' and who felt the changes proposed were not in the best interests

of the service. There were various meetings about the proposals which **The Marine Times** reported. As disagreement mounted there were dismissals at a number of station units around the coast which volunteers involved felt was without adequate reasoning and explanation,

"I am not the only one who has been treated in this fashion," Seamus Power said at the time. *"Any volunteer who does not roll-over and do what management wants is being taken out. I do not know what they are at, but they have not followed procedures as they should have as far as I am concerned and I feel that my good name has been taken from me."*

Reporting on those issues, when I sought explanation from the Coast Guard, the reply came to me in a statement from the Department of Transport, responsible for the Coast Guard: *"The Coast Guard appreciates the responsibility undertaken by the volunteer rescue units and values the commitment and dedication of the Coast Guard volunteers. All HR (Human Resources) associated with Coast Guard Volunteers are dealt with in accordance with Coast Guard practice and procedure and it is not a matter which the Department considers appropriate to comment."*

Waterford TD. John Halligan was then a Minister of State and raised Mr. Power's dismissal through what was then the Independent Alliance of a number of Independent TDs., of which he was a member. He took the case to Transport Minister Shane Ross, who had responsibility for the Coast Guard. He also wrote a letter to Coast Guard management in which he stated: *"I find it utterly incomprehensible that a voluntary member of the service with such an impeccable track record and longevity of service could have been treated in such an appalling fashion."*

Seamus Power credits Independent Senator Gerard Craughwell for dedicated efforts to help him clear his name: *"He never gave up or let it go. He kept on raising the issue and keeping it alive for me. He has done a huge amount of work to help me"*

Cormac O Dálaigh of the Communication Workers' Union and Eugene Brennan, well-known in marine

circles, also helped Seamus: *"I had good friends, strong supporters, my community was supportive and I needed all the help I could get. The Marine Times accurately reported what was happening in the Coast Guard at the time, highlighting the essential marine service it provided, but challenging what was happening with the dismissal of volunteers."*

"It was a very hard time, what happened to me was wrong. There were a lot of issues. I was on an Advisory Group about the protection for volunteers and I would not sign up to what management wanted because I was concerned about how volunteers were being treated. I stood up for what I believed in and I am happy that what I did was right and I can stand over it. When I joined the service it was a brilliant organisation for the community which we served. But senior people had changes they wanted and which and when I stood for what I believed in was best for the service, I was taken out. And many of those changes never happened. There was no question of unsatisfactory behaviour on my part ever in the Coast Guard. I absolutely did what was best for it and for the volunteers."



Seamus said that times are now different in the Coast Guard. *"It was very strange times then, but there was never anything to justify what was done to me. I am now happy that my situation has been acknowledged in the letter and in giving me my long-service medal."*

Get into Print!

Anyone wishing to submit articles or photos to appear in the Connect journal, please either:

email: imelda@cwu.ie

or post to: Imelda Wall

**Communications Workers' Union, 575 North Circular Road,
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CWU GROUP INSURANCE RATES MAINTAINED

MEMBER ENGAGEMENT VITAL

Rates Maintained for Group Life and Group Specified Illness

We are pleased to announce that Irish Life has completed its review of the CWU Group Life and Group Specified Illness Schemes, and the outcome is positive: **existing rates will remain unchanged until the next review in June 2028.**

This ensures continued peace of mind for our members, maintaining the current level of protection without any increase in contributions.

This result reflects the strength of the partnership between the CWU and Halligan Insurances and reaffirms our shared commitment to the well-being of members. However, the review has also brought some important concerns to light that require our attention.

Since 2019, membership of the schemes has declined by 25%, and the average age of members has increased by almost 5 years. This ageing profile places pressure on the schemes' long-term sustainability. Without the regular recruitment of younger members, the cost of maintaining cover will rise, and this will inevitably

be reflected in future rate reviews.

We are calling on all members to help secure the future of the schemes by encouraging younger CWU colleagues to join. Both schemes offer excellent value, particularly for those aged 18-34, who benefit from lower entry rates (just €2.00 per week) and comprehensive cover:

Group Life Scheme:

Provides a vital financial cushion for loved ones in the event of a member's death, ensuring financial security during difficult times.

Specified Illness Scheme:

Offers financial assistance when it's needed most; upon diagnosis of a specified serious illness, helping to alleviate the burden during recovery.

These benefits are designed to provide essential protection and support for members and their families.

**It's crucial that we work together to maintain
and strengthen these schemes
for current and future members.**

**For more information or to apply, please contact Halligan
Insurances or visit www.halligan.ie.**



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Successful Breast Health Awareness Seminar at PhoneWatch HQ

In a continued commitment to the health and wellbeing of our members, the CWU, in collaboration with PhoneWatch, hosted a highly successful **Breast Health Awareness Seminar** in March. The event, held at PhoneWatch HQ, saw an impressive turnout and was met with great enthusiasm from attendees.

The seminar, organised in partnership with Breast Cancer Ireland, aimed to raise awareness about breast health and the critical importance of early detection. With breast cancer being diagnosed every 29 seconds globally, the need for such educational initiatives is more pressing than ever.

The 40-minute session was packed with valuable information and practical demonstrations. Experts

from Breast Cancer Ireland provided insights into the signs and symptoms of breast cancer, emphasising the importance of regular self-examinations. Attendees were guided on when and how to seek professional medical advice and were given access to a wealth of resources and support for those affected by breast health issues.

The success of this event underscores the importance of workplace health initiatives and the positive impact they can have on employee wellbeing. PhoneWatch and the CWU are proud to have hosted such an informative and engaging seminar and look forward to organising more health-focused events in the future.



Lorna Kelty, Breast Check Ireland, Laura and Emma Redmond, HR Director, Phonewatch.



Self-examination demonstration.



Breast Check Awareness Seminar in PhoneWatch headquarters.

**BREAST
CANCER
IRELAND**
researching a cure



CWU Seminar 2025



General Secretary, Seán, opens the CWU Seminar.



Deputy General Secretary, Ian, addresses Seminar.



ICTU General Secretary, Owen Reidy, is welcomed by Seán.



Carol Scheffer



Fionnuala Ní Bhrogain



President, Frank Donohoe



Siobhan Kenny



Lorraine Newman attended the CWU Seminar and was presented with a bouquet of flowers and crystal by Frank Donohoe President to acknowledge her long service to the Union.



Cormac O'Dalaigh



Pat Kenny



Imelda Hyland



John Clarke



Delegates at Seminar give Barney a standing ovation, as he retires.

CWU PEOPLE



Diarmuid O'Connell



Charlie O'Neill, Jarlath Heneghan and Bill Colfer



John Chadfield



*Vice-President,
Tom Sheehan*



Pascal Connolly



Padraig McManus



Karen Flanagan



Michael Gallagher



Adam Kavanagh



Paula Thornton



Dave Meehan



Tony Lucey



Ellen Moore.



Neil Quinn



Deirdre Medlar and Shane Murphy.



Pascal Condra



Claire Brady.



Tom Hayes.



Noel Feeney



Robert Kent



Sabrina Kirwan.



Paul Kennedy and Stephen Elliott



Lesley Sheridan



Josh McDonagh



Bernadette Byrne



Jason Caulfield



Des Hopkins



Nicola Killian



John Tansey.



Tim Noonan



Ger Lynch

CWU PEOPLE



Pat Delaney



Donal O'Driscoll



Alan Kehoe



Peter O'Dwyer



Justin Hanafin



Ken Good



Kate McMillan



Vinny Loughnane



David Stack



Jackie McNamara



Seán O'Donnell



Sabrina, Laura, Bernadette, Angela and Paula



Adam Kavanagh



Liam O'Grady



Sinéad Kearney



Ger Daly



James Crowley



Paul Pender



Maxine Scanlon



Padraic O'Connor



Gill Burns



David Cullinane



Adrian Scanlon



Carol Scheffer addresses the Seminar

The ICTU Health and Safety Committee organised a recent conference in CWU to focus on gender in occupational health and safety. The event coincided with International Women's Day and was attended by Trade Unionists from North and South of the border. The conferences examined the issues facing women in relation to workplace health and safety.

ICTU Vice-President, Katie Morgan, chaired the seminar and praised trade unions for pioneering work in building menopause and reproductive health awareness. SIPTU Deputy General Secretary, Ethel Buckley, introduced a panel discussion which also focussed on stress and psychosocial risk, noting that women are not only exposed to risk in the workplace but frequently return home to additional caring burdens.

Carol Scheffer, CWU Official and President of UNI Global Women's Committee, outlined cross sectoral measures to tackle violence and harassment in the world of work. The seminar was also addressed by members of the ICTU Health and Safety Committee including Karen Eccles, INMO and Deirdre McDonald, ASTI as well as a representative from the Health and Safety Authority and Shelly Asquith from the TUC in the UK.

Making workplaces safer and healthier is a priority for the trade union movement and key to this is to continue organising workplaces. The seminar highlighted in doing this we need address gender related health and safety and ensure that we address the inequalities and challenges that women face in work and society.



Pat Kenny, CWU and Chairperson ICTU Health and Safety Committee, Clare Moore, ICTU, Michelle Nolan, Health and Safety Authority, and Carol Scheffer, CWU.

Limerick District Branch Secretary Retires



James Crowley Retires

James Crowley Limerick District Branch Secretary was presented with his Union Scroll by Limerick District Chairperson, Jer Daly, at the recent CWU Seminar in Dun Laoghaire.

On the 09th May 2025 James Crowley Limerick District Branch Secretary retired. James joined the Post & Telegraphs in 1980. He became involved in the union through the Rathluirc Section and progressed to Section Chair. In 2013 he was elected chair of the Limerick

District Branch followed by Branch Secretary in 2016, a role he continued up to his retirement this year. We would like to wish James all the best in his retirement and thank him for his work on behalf of members over his many years of involvement.

Michael McMahon Retires



Presentation was held recently to mark the retirement of Michael McMahon (Process Area Manager) Athlone Mails Centre, where he was presented with the Union Scroll by Martin Duffy, NEC, along with Lorraine Browne, PAM AMC. Michael retires after 48 years' service.

Mid Northwest Branch Retirements

Liam Coen Retires



Mid Northwest Branch Chairperson, Enda Moran, presents Liam Coen with his Union Scroll on his retirement.

Pat Hannon Retires



Pat Hannon, Mid Northwest Branch, is presented with this Union Scroll by Chairperson Enda Moran

Southern Regional Managers Retirements

Jim Cooney Retires



Vinny Kilroy, Southern Regional Managers Branch Secretary, presents Jim Cooney, retired DSM in Roscrea Co Offaly, with his Union Scroll

Margie Lenehan Retires



Vinny Kilroy, Southern Regional Managers Branch Secretary, presents Margie Lenehan, retired DSM in Greystones Co Wicklow, with her Union Scroll on her retirement

Dublin Postal Clerks Branch Retirements

Jackie Fogarty Retires



Jackie Fogarty, Dublin Postal Clerks Branch, retired recently and is pictured with Branch Treasurer, Joe Daly, having been presented with her Union Scroll.

Jim McDonnell Retires



Jim McDonnell retired after 40 years' service. He is pictured with Branch Secretary Dave Sheehy at his Union Scroll Presentation.

Martin Gilligan Retires



Martin Gilligan, Dublin Postal Clerks Branch TV Licence Section, is presented with the Union Scroll by Dave Sheehy, Branch Secretary.

Mary Thomas Retires



Mary Thomas, Dublin Postal Clerks Branch, pictured with her colleagues in the Philatelic Bureau in the GPO on her retirement, where she was presented with the Union Scroll.

Kevin Lynch Retires



Pictured receiving his Cú Chulainn Statuette and Union Scroll on his last day of service is Kevin Lynch, after 38 years of service in An Post. Kevin was one of the first SDS truck drivers in the northwest that travelled to the Athlone Parcel Depot, which started in 1989. He continued for many years on the trucks and finished off his duties in An Post delivering the post in the Convoy area of Donegal. Kevin is pictured with his colleagues from the Lifford-Inishowen Branch who would like to extend their best wishes to him on his retirement



Celestine Swords Retires

Presenting the Union Scroll to Postal Operative, Celestine Swords, at his recent retirement party is Kevin Molloy, Secretary of North Wexford/South Wicklow Branch. Celestine was joined at his recent retirement party in The Loch Garman Arms by many of his colleagues and friends. He retired after 44 years as a member of the Union.

Celestine served periods as both a Committee Member and as Treasurer of the Branch during his time. We wish Celestine well in his new chapter as he retires.

Liam Mynes Retires

Liam Mynes, Dublin Postal Delivery Branch, is pictured here with Billy Corcoran, Branch Representative, in Ravensdale, having been presented with the Union Scroll and Cú Chulainn Statuette on the occasion of his retirement, following 44 years' service with An Post. We wish Liam a long and happy retirement!



Dublin Postal Delivery Branch Retirements



Des Boylan, Greg Mulhall, Peter Keating, Keith Butler and Gerry Johnson.



Maurice Cassidy, former Dublin Drivers' Branch, Secretary and long-time CWU activist, Ravensdale DSU, receives his Union Scroll from former Branch Secretary, Frank Donohoe.



*John Delaney received his Union Scroll following 48.5 years' service.
I am sad to see John retire; he helped me to navigate my first conference many, many years ago and has been a friend ever since – Imelda*

CWU PEOPLE



Gerry Sexton ex Branch Treasurer, NEC member, Worker Director receives his Union Scroll from President, Frank Donohoe.



James Colgan, Balbriggan DSU, receives his Union Scroll from Branch Representative, Paul Barclay.



Pat Carthy, Bannow Road DSU, receives his Union Scroll from Branch Secretary, Seán O'Donnell.



Brendan Dorgan, Blackrock DSU, receives his Union Scroll from Branch Secretary, Seán O'Donnell.



Davy Stapleton, ex Branch Officer, receives his Union Scroll from Branch Secretary, Seán O'Donnell.



George Graham, Crumlin DSU, receives his Union Scroll from Branch Secretary, Seán O'Donnell.

CWU PEOPLE



John Galligan, Fortfield Dublin 6W.



John Cleary, Churchtown DSU, receives his Union Scroll from Branch Secretary, Seán O'Donnell.



Lar Fitzpatrick, Tallaght DSU, receives his Union Scroll and Cú Chulann Statuette.



Paul Bell, Dublin 2.



Paul Moran and Paul Cullen retire together from Churchtown DSU 14.



Derek Pendergast, Ballsbridge DSU, receives his Union Scroll from Andy Keehan.

Waterford Postal Branch Retirements

Stephen O'Brien Retires



Richie Flynn Retires



*Photo on the left: Richie Flynn being presented his Cú Chulainn Statuette by Derry Gaule, Working Leader.
Photo on the right, Richie is pictured surrounded by all his colleagues, giving him a great send-off.*

Anthony Farrell Retires



Anthony 'flash' Farrell on his last day, pictured with Ray Crowley, Paul Fetton and Shay Burke.

Bill Colfer Still Retired!



Bill Colfer with Darren Power and Peter O'Dwyer at Dooleys Hotel, where he was presented with a gift from his local Branch in appreciation of his loyalty and service to the Waterford Branch.

Dick Broderick Retires



Dick Broderick retired from Kilkenny DSU on Christmas Eve, 2024 after 27 years' service. Pictured are John MaClean, Branch Secretary, Dick Broderick and Arno Kourtout, Branch Chairman

Gerry Meehan Retires



Tony Doyle, Secretary Galway Section Mid-Northwest Branch, presenting Gerry Meehan with his Union Scroll and Badge as he leaves the Union after 45 years' service working for eir. We wish Gerry all the best in his retirement

Brid Campbell Retires



Branch Secretary, Ken Good, presenting Brid Campbell with her Union Scroll on her last day of service at Derrybeg DSO. Brid was a Postal Operative for 35 years and we wish her a long and happy retirement.

Paul Cox Retires



We said a fond farewell to Maynooth member Paul Cox, on January 31st 2024. Paul is pictured here being presented with his Union Scroll by Naas Postal Branch Treasurer, Brian Mullarkey

Memorable Paddy's Day for one Paddy Sharkey!



There were Silver Medals for Castlerea sisters, Aoife and Lisa O'Rourke, at the 2025 IBA Women's World Boxing Championships in Serbia. The County Roscommon sisters became the first siblings to reach World Championship Finals in the same tournament.

On St. Patrick's night they returned home to their Native Castlerea Club where it all began. There were heart-warming scenes as they both presented Club Coach and founder, Paddy Sharkey, with a special silver medal for inspiring them over the years.

We at Castlerea DSU are overjoyed for our esteemed colleague, as we know he has put his heart and soul into the boxing club and has given his time to help so many youths along the way. We are all so proud and delighted for this well-deserved recognition for a great coach.



Galway Postal Branch Gerry Salmon Retires

Gerry Salmon, Galway Postal Branch, receiving his Union scroll from Vincent Knight, CWU Clifden Representative, on his last day of 27 years' service to the Moyard area.

Donegal Town DSU Branch Retirements

Michael McAnaw Retires



Michael is pictured above with all his colleagues on his last day in Donegal Town DSU.



Pictured on the left, Branch Secretary, Daniel Rose, presents Michael with the Union Scroll in Donegal Town DSU.

Michael retired from An Post Donegal SW in January 2025 after 50 years' service.



Con Bennett Retires

On Friday the 28th of February 2025, Con Bennett retired from An Post Donegal SW after 44 years' service. Branch Secretary, Daniel Rose, is seen here presenting Con with his Union Scroll in Donegal Town DSU

Donegal South-West Branch Retirements



Hugh Quinn and John McIntyre Retire

On Friday the 28th of March 2025 both Hugh Quinn and John McIntyre retired from An Post Donegal South West Branch, with both having done over 40 Years' Service.

Pictured is Branch Secretary, Daniel Rose, presenting Hugh Quinn and John McIntyre with their Union Scrolls in Donegal Town DSU. Hugh Quinn was the former Branch Secretary of the Donegal South West Branch for many years and we want to thank him for his service to the Union and for all his hard work on behalf of the members.

We wish Hugh and John the very best in their well deserved retirements.

Patsy McGroary Retires



In March 2025, Patsy McGroary retired from An Post Donegal SW after 32 Years' Service.

Branch Secretary, Daniel Rose, presented Patsy McGroary with his Union Scroll, along with Paul Crampsie (DSM), in Donegal Town DSU

Danny Byrne Retires



Branch Secretary, Daniel Rose, presenting Danny Byrne with the Union Scroll following his recent retirement from Donegal Town DSU

Roscommon CWU Branch Retirements



Roscommon CWU Branch hosted a function in Hannon's Hotel on 17th May 2025 to mark the retirement of six staff, five from the Retail Branch Office and one from the Delivery Services Unit.

Pictured front row (l-r): Jackie Doyle, Bernie Miley, Mary Keane, Adrian Coyle, Mary Rodgers and Catherina Collins.

Back row (l-r): John Tansey (Regional Officer), Gerry Kehoe (Branch Chairperson), Paddy Glennon (Vice-Chairperson), Angela Keegan (Assistant Treasurer), Mike Lyons (Committee), Joe Murphy (Branch Secretary).

Picture credit Gerard O'Loughlin Photography.

Pat Reilly Retires



National Officer, Cormac O'Dalaigh, presents long-serving Branch Chairperson of Drogheda Postal Branch, Pat Reilly, with a tankard from the Branch at his last AGM. We wish Pat a long and happy retirement.

Barney Bows Out



Pictured above, Deputy General Secretary, Ian, congratulates Barney on his retirement.

Pictured left: Barney with his family.

At CWU Seminar 2025 The General Secretary Seán McDonagh presented Barney (Bernard) Foley with his Union Scroll. Barney was a lifelong Union activist and served for many years as Branch Secretary of the Drogheda District Branch.

His retirement is following 45 years of dedicated service. He followed in his late fathers' footsteps in joining the P&T in 1980. Barney father, also named Barney, was a gang foreman who died in service aged 41, leaving behind a wife and 6 very young children.

In his acceptance speech Barney informed delegates that he was hospitalised (industrial school) at the age of 2 weeks until the age of 6 years with serious problems with his feet – only allowed home 3 weeks each year. At 18 years of age Barney became an all-Ireland disco champion having attended the *Saturday Night Fever* movie 19 times to learn all the “dance moves”: An example of Barney’s grit and determination.

He made it his business to represent the apprentices as he continually stated, “*they are someone else’s kids*”.

As a mark of his appreciation of the work of others, he

arrived in CWU HQ before a NEC meeting and presented a cake and a bouquet of flowers to the Headquarters staff.

Barney received a warm reception and standing ovation at the recent Seminar, making it an emotional but fitting end to the CWU Seminar! We wish him a long and very happy retirement.



Barney presented this gorgeous “Thank You” cake to all the staff at CWU Headquarters.



Headquarters Staff delighted with their bouquets, presented by Barney on his retirement.

Friends and colleagues from An Post were saddened to learn of the passing of Eoin Morgan on 7th April, 2025. Late of Paphos, Cyprus and formerly Dublin and Thurles, Co. Tipperary, Eoin passed peacefully under the care of Tallaght University Hospital.

Eoin commenced his career as a Post Office Clerk in Dublin and was subsequently promoted to an Overseer based in Sheriff Street. During this time, he became active in the CMU and was President of the CMU in 1992. He took on the role of Financial Secretary working as an Assistant Secretary to Aidan Hourigan. He along with Aidan Hourigan and Con Murphy, Eoin led the discussions with the CWU which eventually saw the CMU amalgamating with the CWU in 1997. He was subsequently appointed to Personnel Officer in An Post.

He will be sadly missed by all his Post Office friends and remembered with love by his sons Evan

Eoghan (Eoin) Morgan RIP



and Dwayne, his daughter Grace, brother Donagh and sisters Mary and Catherine.

Ar dheis Dé go raibh a anam.

It was with great sadness to hear of the sudden passing of our former colleague, Noel Whelan, in April. Noel was a long-term activist of the Dublin Postal Delivery Branch. He served as the local Branch Representative in Clondalkin Delivery Office for many years and was elected as a Branch Officer in 2008. He served as the Branch's Liaison Officer until 2013 and retired later in that year.

In his time as a Branch Officer, Noel represented and helped many members from all over Dublin. He was also a regular delegate to Biennial Conference and made many acquaintances from around the country.

Noel was, truly, a loyal member of the Union and will be remembered fondly by all those who had the privilege to know him. May he Rest in Peace.

Noel Whelan RIP



The death has occurred of Michael Kellegher, Inver Gael, Carrick-on-Shannon, Co Leitrim on Thursday 10th April 2025. Michael was born and raised in Annaghmacooleen, Cloone, Co Leitrim and he then spent a large portion of his adult life working for eir in Dublin and raising his children.

Michael is predeceased by his late father Michael. He will be sadly missed by his children; Molly and Patrick, mother; Esther, siblings; Tom, Brendan, Donal, Joe, Anne, Eamonn, Mel, mother of his children; Anne, brother in law, sisters in law, nieces, nephews, relatives, neighbours and a large circle of friends and his many work colleagues in eir.

May Michael's Gentle Soul Rest in Peace.

Michael Kellegher RIP





Heartfelt Thanks For Your Generous Support

Dear Comrades in CWU Ireland,

I would like to extend my heartfelt gratitude for your generous support, which reflects the deep solidarity between our people and workers. The receipt issued by our financial department has been shared here.

We deeply appreciate the continued support of the workers and people of Ireland for Palestine and your recognition of the State of Palestine. We hope to see freedom for our people, just as all nations worldwide deserve to live in liberty and dignity.

Please be assured that this generous contribution will be used to support workers who have not received

their salaries for the past two years, particularly as we approach a new year and face the challenges of winter when everyone is in dire need of assistance.

We will update you on how this support is utilized and provide you with our union's annual audited financial report.

Once again, thank you for your solidarity and unwavering support.

In unity and solidarity,

Imad Temeiza

Palestinian Postal Service Workers Union

حالة من إيرلندا
Ireland
1000 * 3.60 = 3600

PPSWU

Receipt Voucher

مستند قبض

رقم/NO: 1173

currency E4

10000 €

Name: communication workers union/Ireland

Cash/ check:

Amount: عشرة آلاف يورو فقط لا غير

For:

Date: / /

الإسم
رقم
المبلغ
وذلك عن

نسابة العاملين في
الخدمات البريدية
الصندوق

أمين الصندوق: 11/12/2024

Secretary/Treasurer

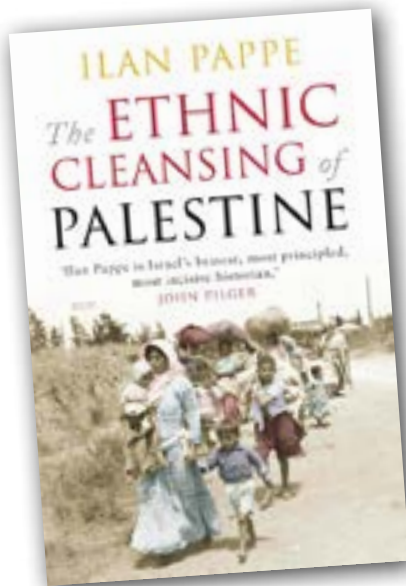
1-12-2024

PPSWU / Cash

نائب أمين الصندوق



Book Review by Terry Delany



THE ETHNIC CLEANSING OF PALESTINE

by: Ilan Pappé

Published by **ONEWORLD**

ISBN: 9781851685554

Renowned Israeli historian, Ilan Pappé's ground-breaking work on the formation of the State of Israel.

"Along with the late Edward Said, Ilan Pappé is the most eloquent writer of

Palestinian history." **NEW STATESMAN**

Between 1947 and 1949, over 400 Palestinian villages were deliberately destroyed, civilians were massacred and around a million men, women, and children were expelled from their homes at gunpoint. Denied for almost six decades, had it happened today it could only have been called 'ethnic cleansing'. Decisively debunking the myth that the Palestinian population left of their own accord in the course of this war, Ilan Pappé offers

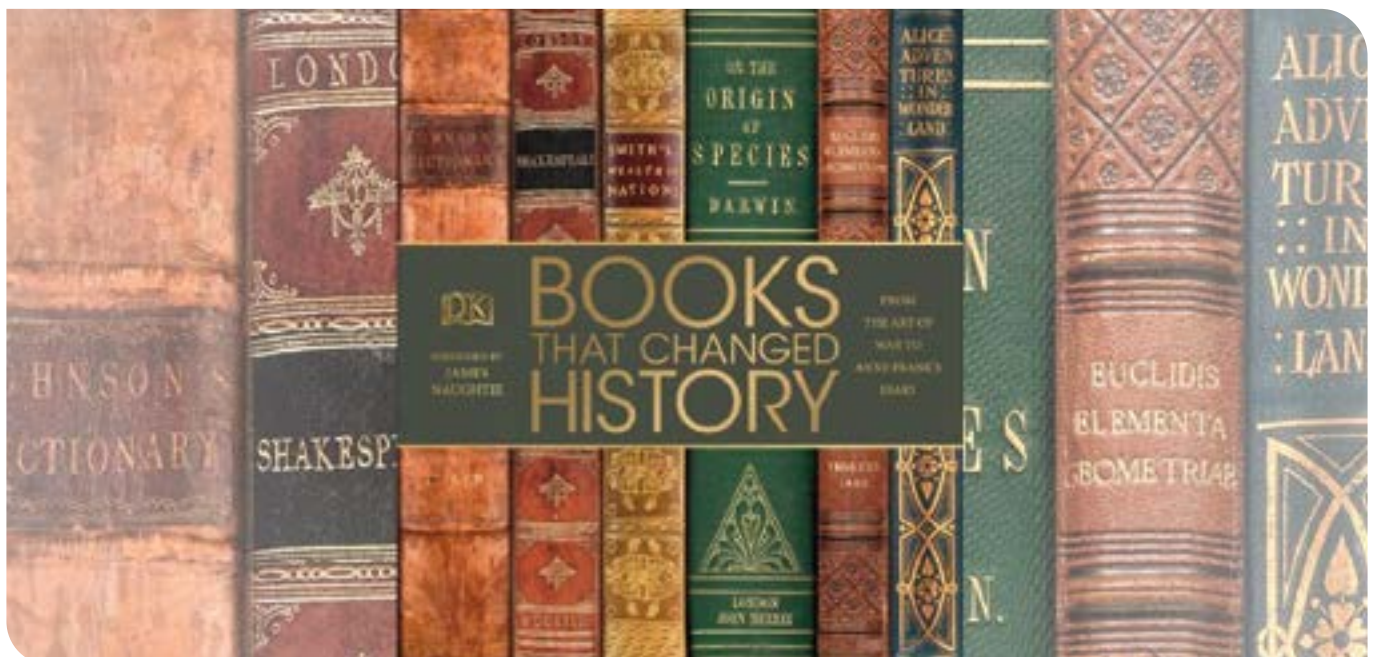
impressive archival evidence to demonstrate that, from its very inception, a central plank in Israel's founding ideology was the forcible removal of the indigenous population. Indispensable for anyone interested in the current crisis in the Middle East.

"Ilan Pappé is Israel's bravest, most principled, most incisive historian." **JOHN PILGER**

"Pappé has opened up an important new line of inquiry into the vast and fateful subject of the Palestinian refugees. His book is rewarding in other ways. It has at times an elegiac, even sentimental, character, recalling the lost, obliterated life of the Palestinian Arabs and imagining or regretting what Pappé believes could have been a better land of Palestine." **TIMES LITERARY SUPPLEMENT**

"A major intervention in an argument that will, and must, continue. There's no hope of lasting Middle East peace while the ghosts of 1948 still walk." **INDEPENDENT**

*Indispensable for anyone interested in the
current crisis in the Middle East*





Book Review by Adrienne Power



QUEENS OF CRIME

by: Marie Benedict

In the 1930s it is the Golden Age of Crime Fiction. The crime writers have their own club called the Detection Club. Only two female members belong. Agatha Christie

and Dorothy Sayers. Both these writers wish to open the doors to other women colleagues and invite three other bestselling female authors to attend the meeting: Ngaio Marsh, Margery Allingham and Baroness Orczy. However, they do not get the best reception at the club.

Dorothy comes up with the idea that they should solve a real-life mystery to secure their place. No one could look down on them if they solved an actual real-life crime. Her husband a reporter, like all the other journalists, are caught up in the missing nurse story. Dorothy decides to join forces with her reporter

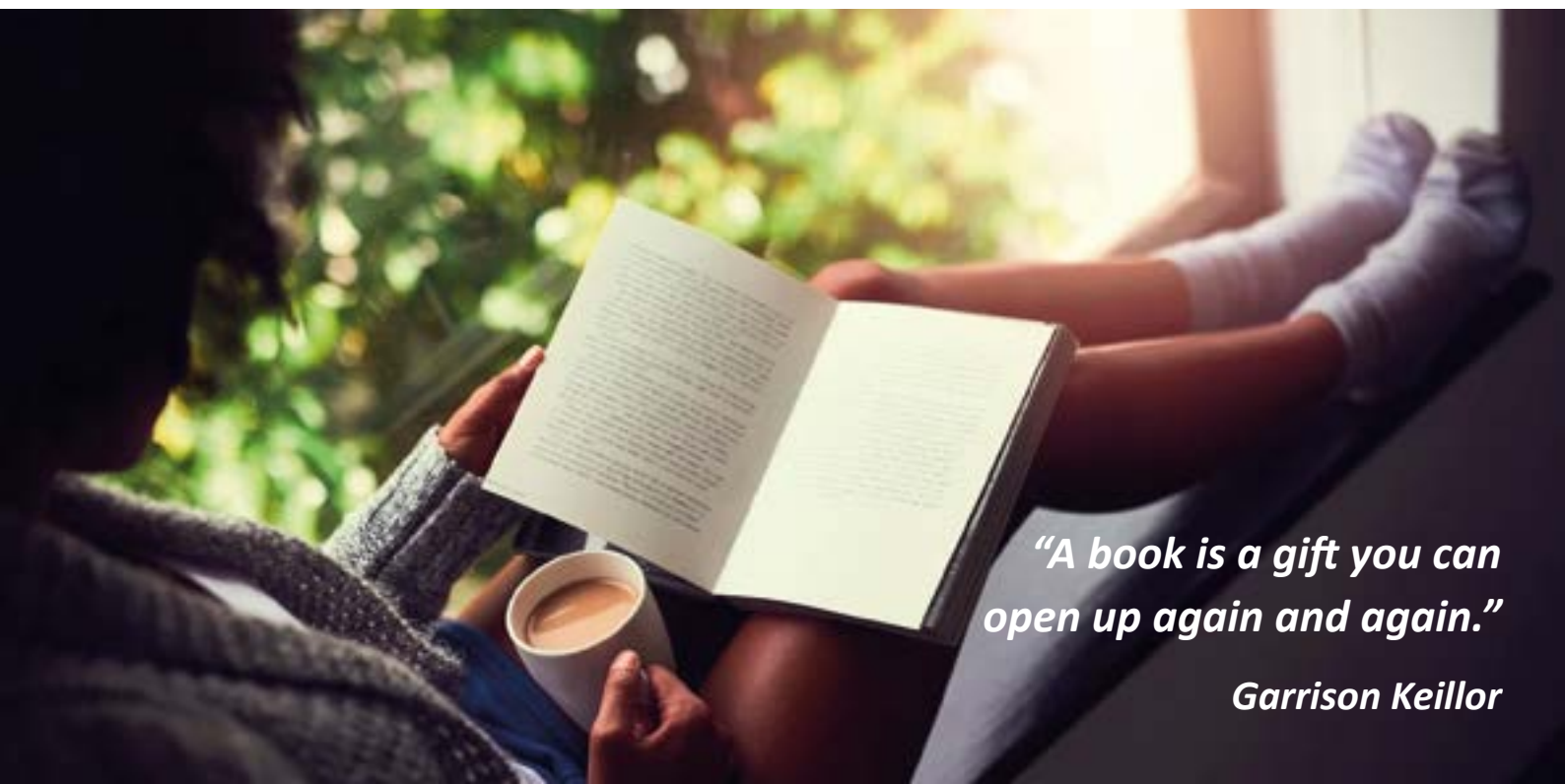
husband and on the side let the other women know what is going on so they can solve it like the puzzles they write about. None of them think too much at the start about the reality of the situation and as they continue to investigate the life of the missing woman, which turns out to be a murder victim, their literary worlds get sidelined to find justice and clear the name of the woman so salaciously slanted in the newspapers.

I thoroughly enjoyed this book from beginning to end! It was amazing the lengths the women go to find the truth about what happened to the young nurse, May Daniels, with such skill and fortitude and was such a triumphant story to read.

The book brought up the interesting fact of "surplus women" which arose after World War 1, due to there being more women than men because of the devastating loss of menfolk in the course of the war.

It is a great piece of fiction about rivals who formed a deep friendship and became legends of crime writing.

*When the world around us is in disarray,
a good mystery book which solves problems is the answer!*



*"A book is a gift you can
open up again and again."*

Garrison Keillor